

T.E.A.M EFFECTIVENESS REPORT

Team Effectiveness | Marketing Team, Beta Division

LEADER REPORT

Company Tech, Inc.

Erin Fillmore

Date: 9/23/2020

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About Your Results

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The Rating Scale

The rating scale below was used for all questions in the report and maintained for all summary graphs

Scale Option	Assigned Value
Most Effective	5
Very Effective	4
Effective	3
Somewhat Effective	2
Ineffective	1

Rater Groups That Provided Feedback

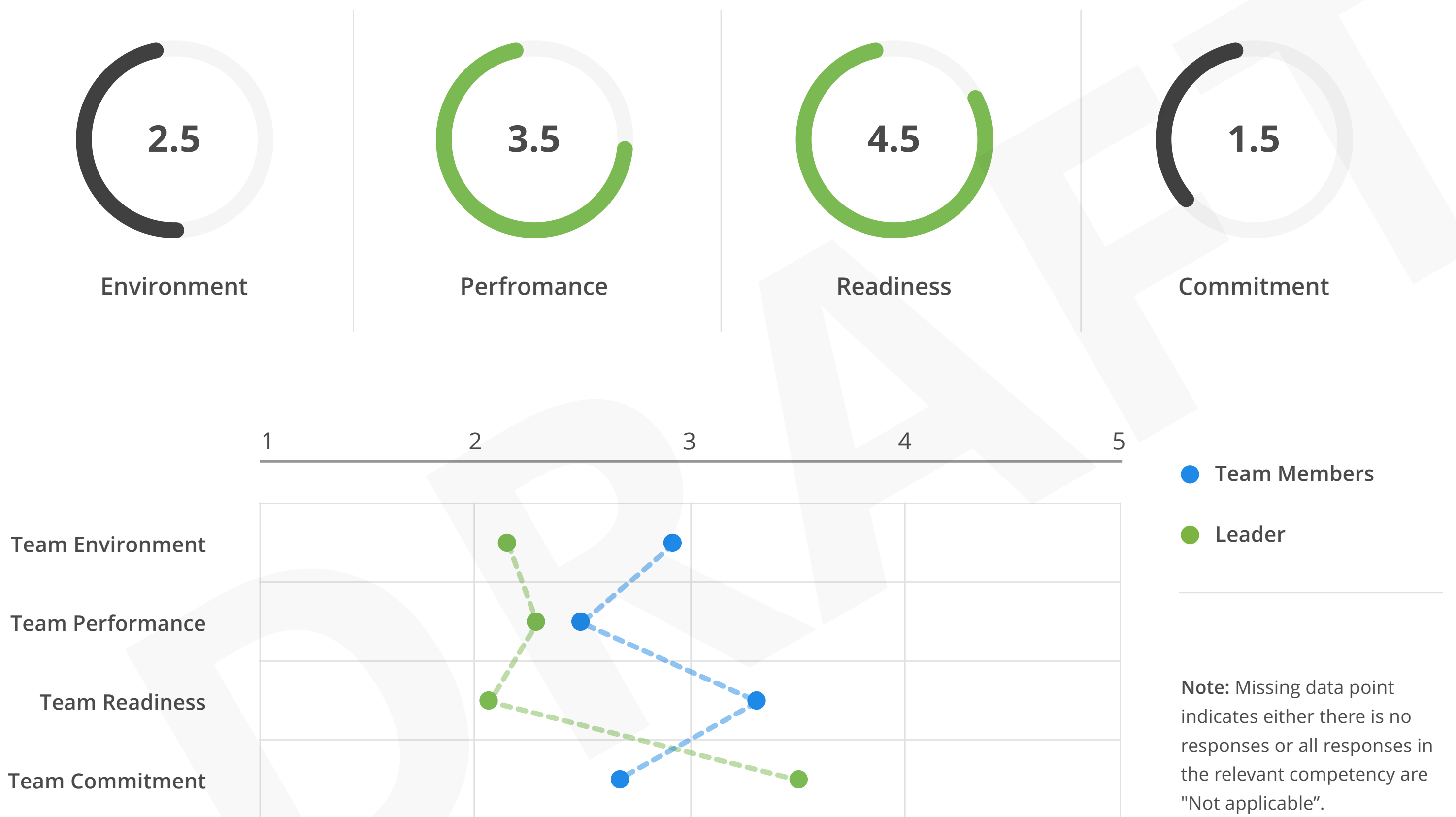
This a tally of the number of invitations and responses across all rater groups

Rater Group	Respondents	Invited Participants
Team Members	6 (60%)	10
Leader	1 (100%)	1

Report Summary

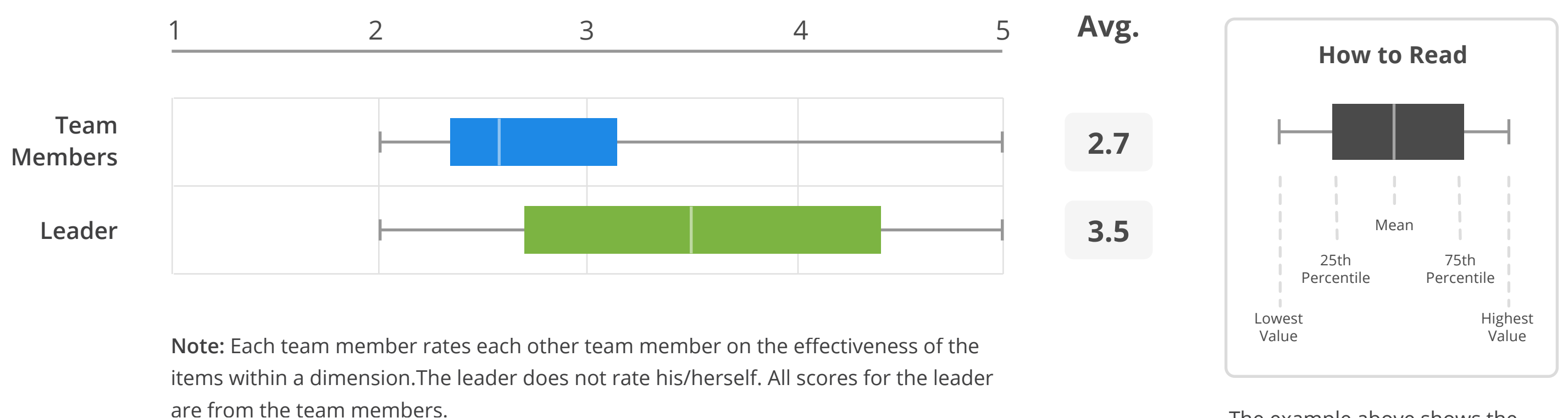
Overall Team Profile

Gives an at-a-glance overview of how each participant group rated across each team dimension



Summary of All Items

Summary of distribution across all rating items for each participant group, highlighting the mean and the outliers



Ineffective = 1 | Somewhat Effective = 2 | Effective = 3 | Very Effective = 4 | Most Effective = 5

Dimension Report

Overall Rating

3.8 Aggregates ratings for all team dimensions in a review
Out of 5

TOP DIMENSION ITEMS

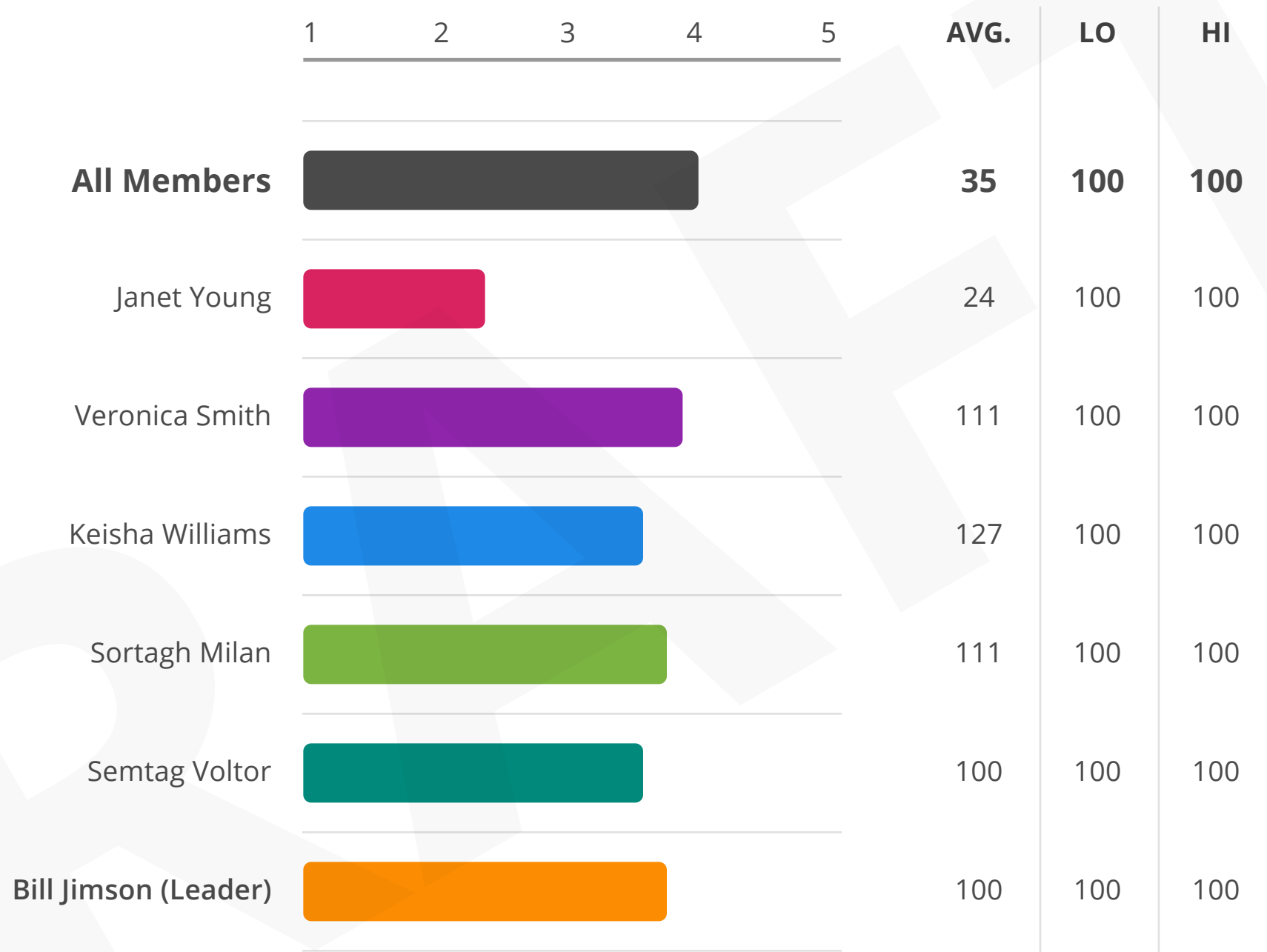
4.03 Collaboration

3.21 Sociability

BOTTOM DIMENSION ITEMS

1.19 Dealing With Ambiguity

2.13 Goal Setting



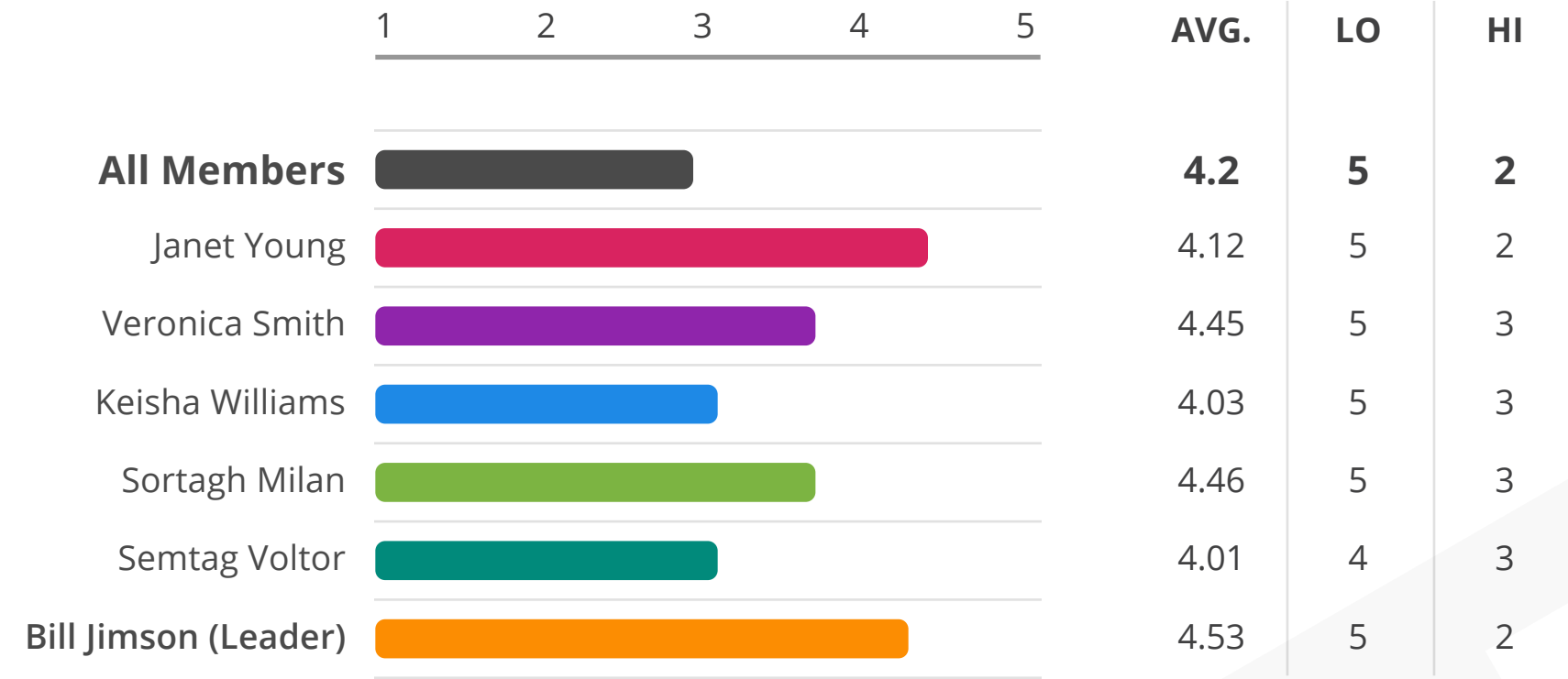
Dimension Summary

Aggregates ratings for each dimension

2.54 Team Environment

OUT OF 5

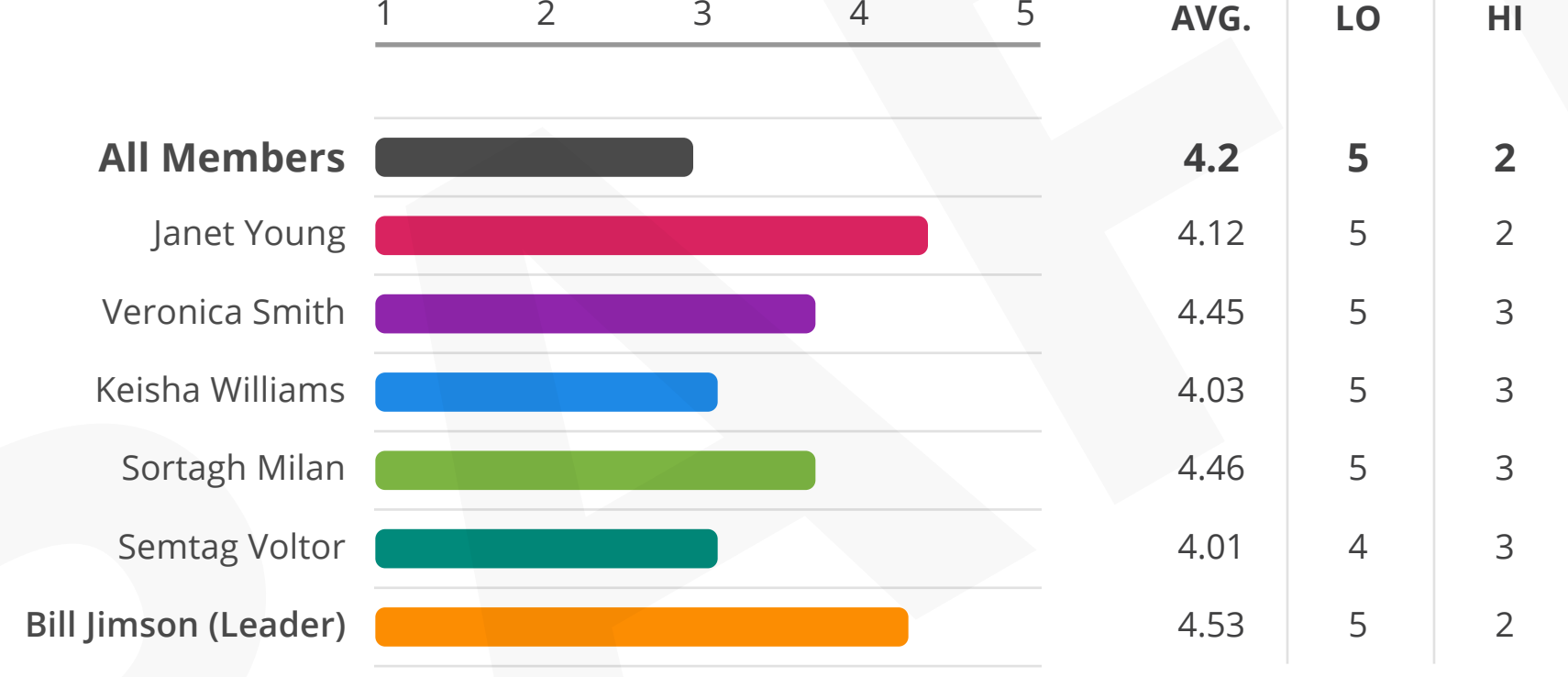
- Collaboration
- Conflict Resolution
- People / Team Development
- Cross Functional Effectiveness
- Sociability
- Connectedness to Team



3.47 Team Performance

OUT OF 5

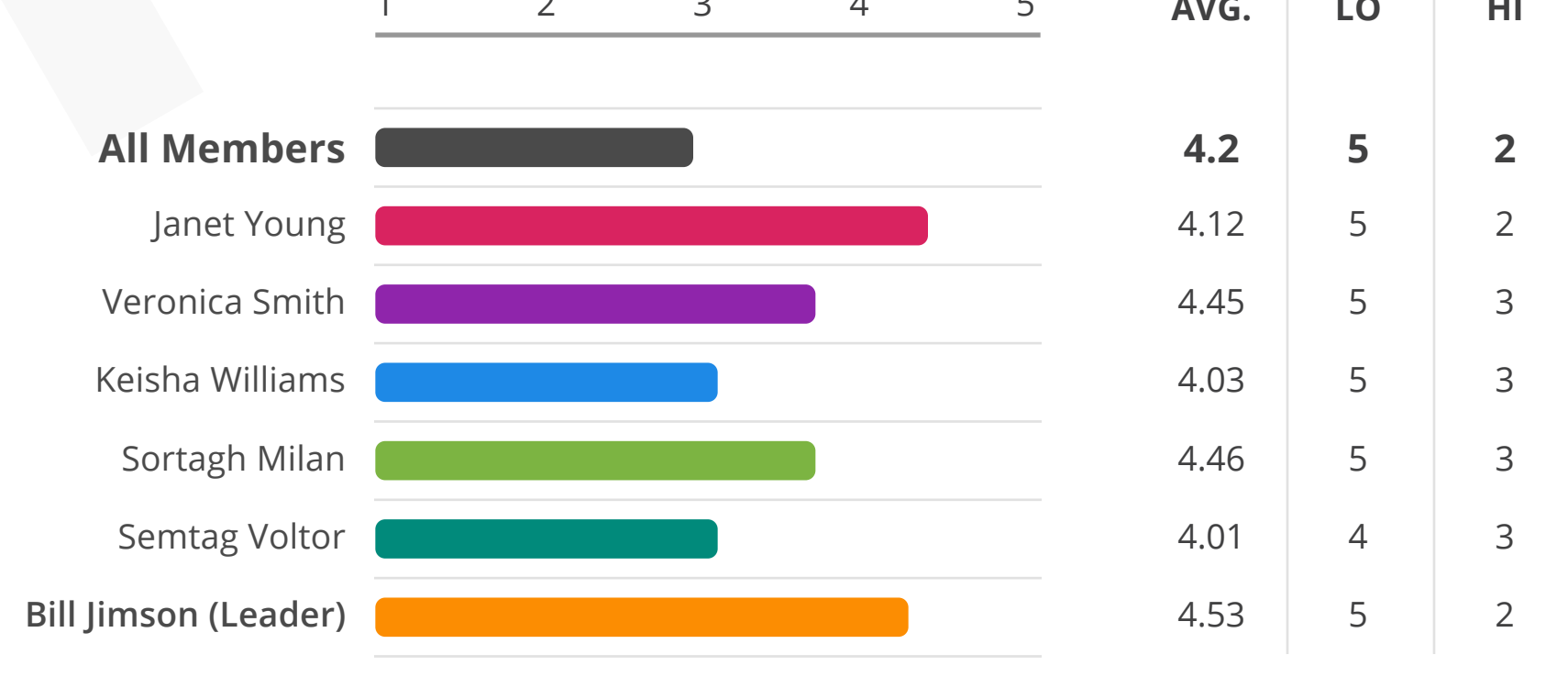
- Collaboration
- Conflict Resolution
- People / Team Development
- Cross Functional Effectiveness
- Sociability
- Connectedness to Team



4.46 Team Readiness

OUT OF 5

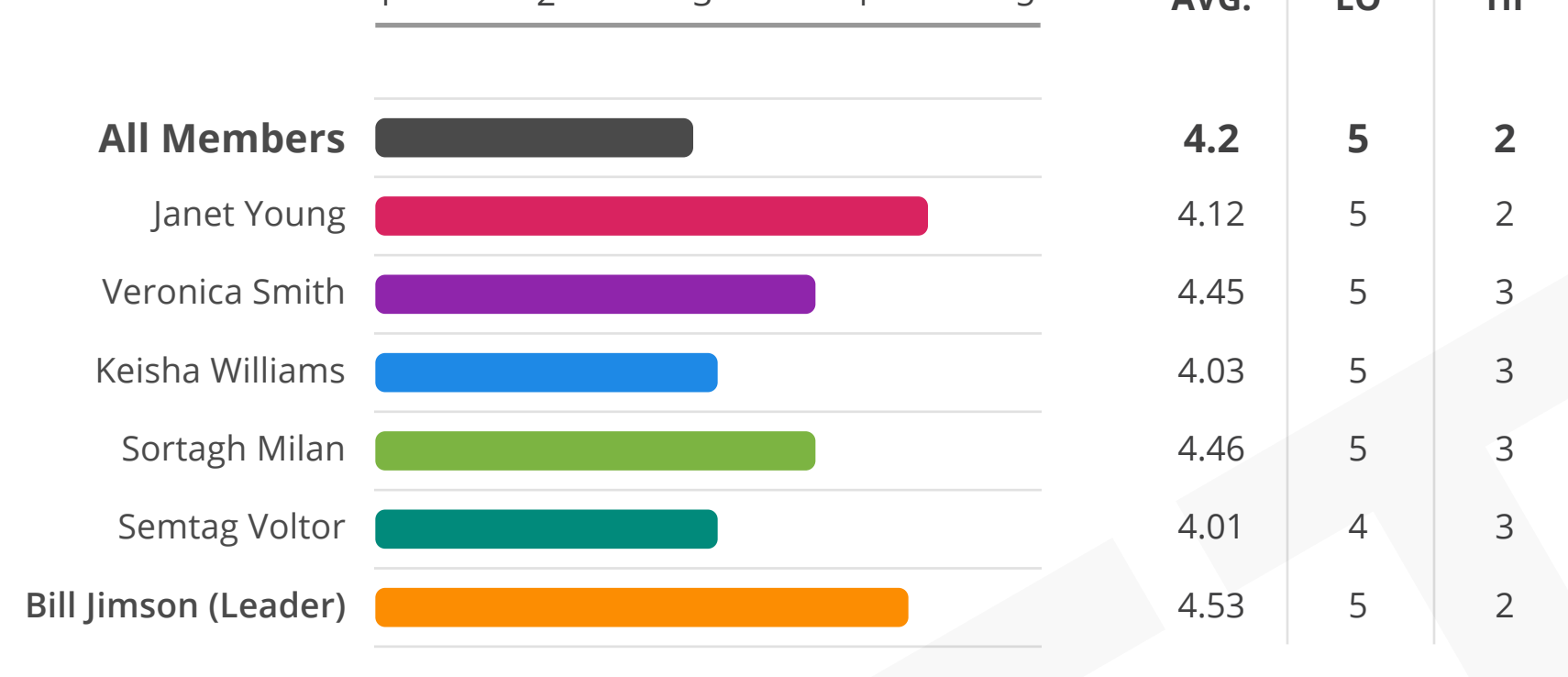
- Collaboration
- Conflict Resolution
- People / Team Development
- Cross Functional Effectiveness
- Sociability
- Connectedness to Team



1.53 Team Commitment

OUT OF 5

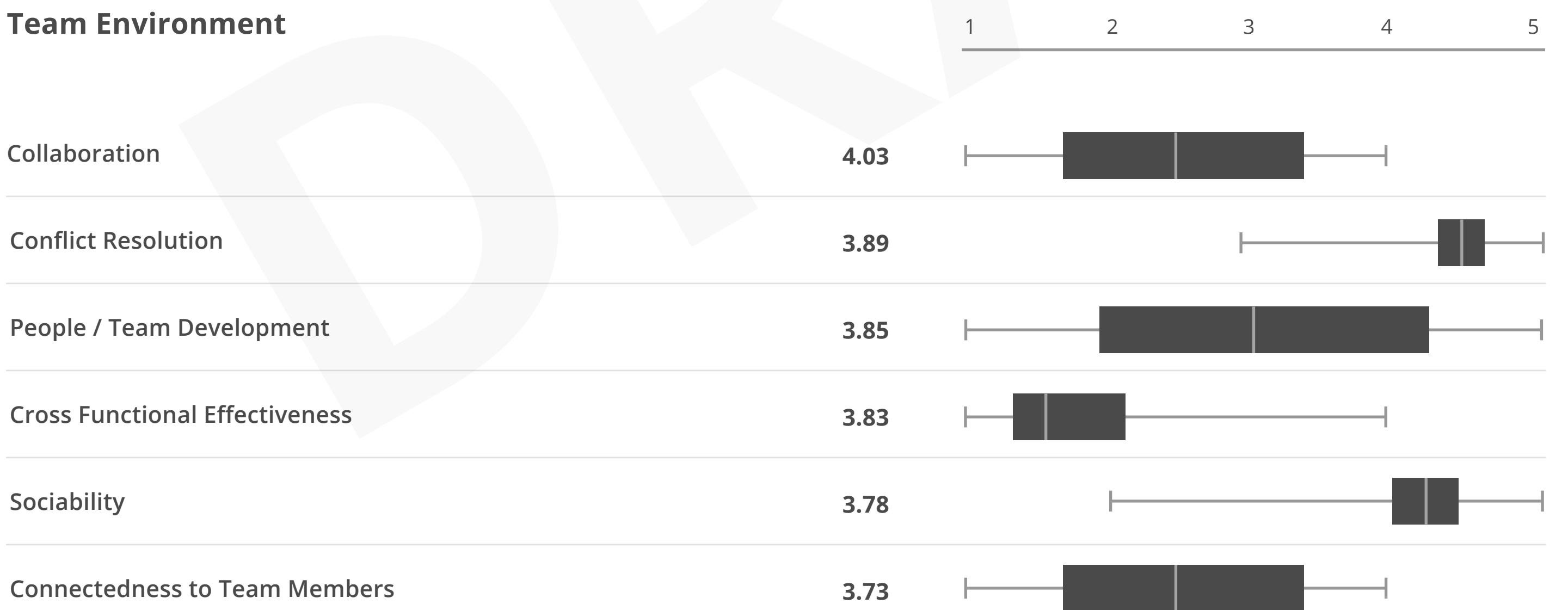
- Collaboration
- Conflict Resolution
- People / Team Development
- Cross Functional Effectiveness
- Sociability
- Connectedness to Team



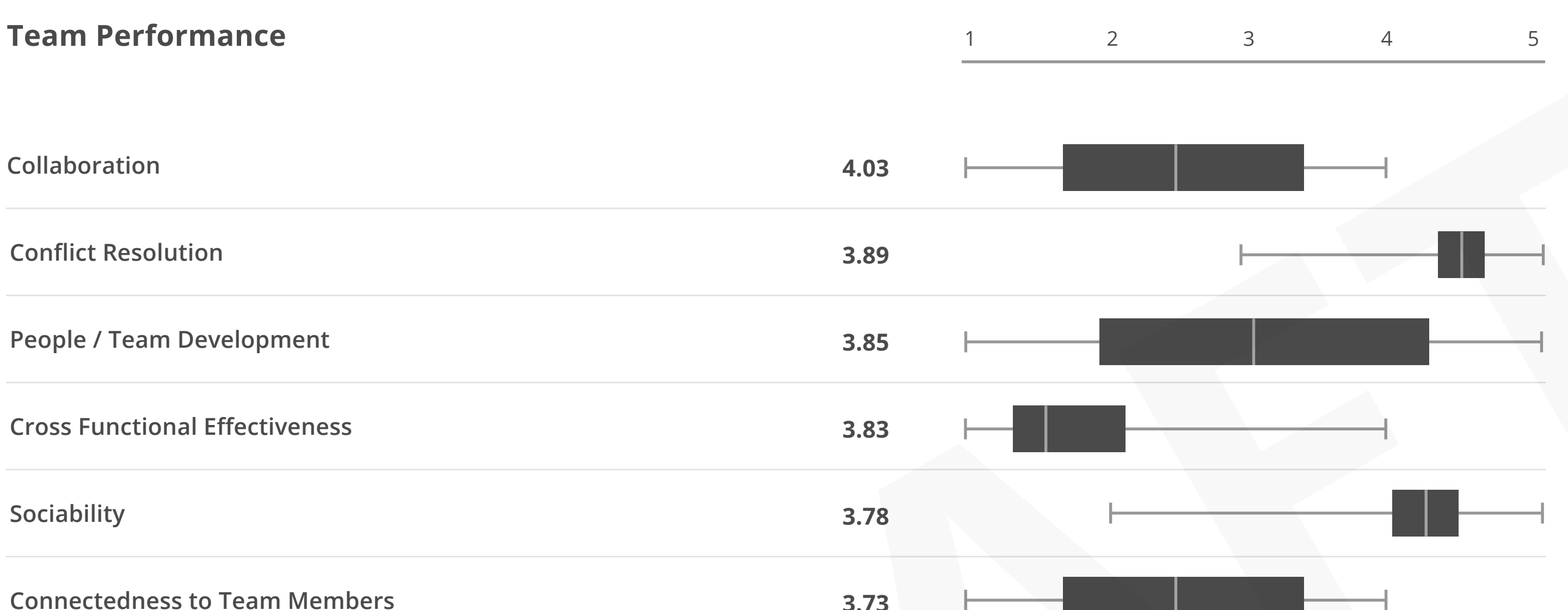
Dimension Item Overview

Aggregates ratings for each dimension item

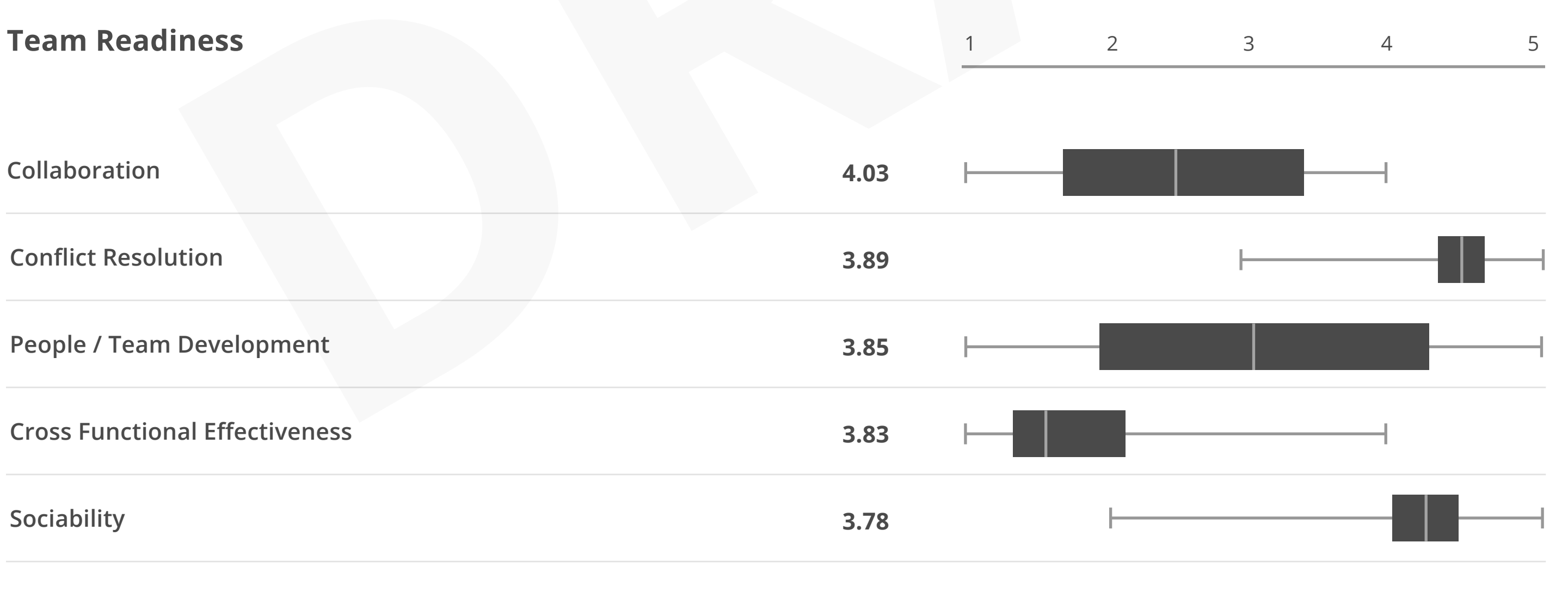
Team Environment



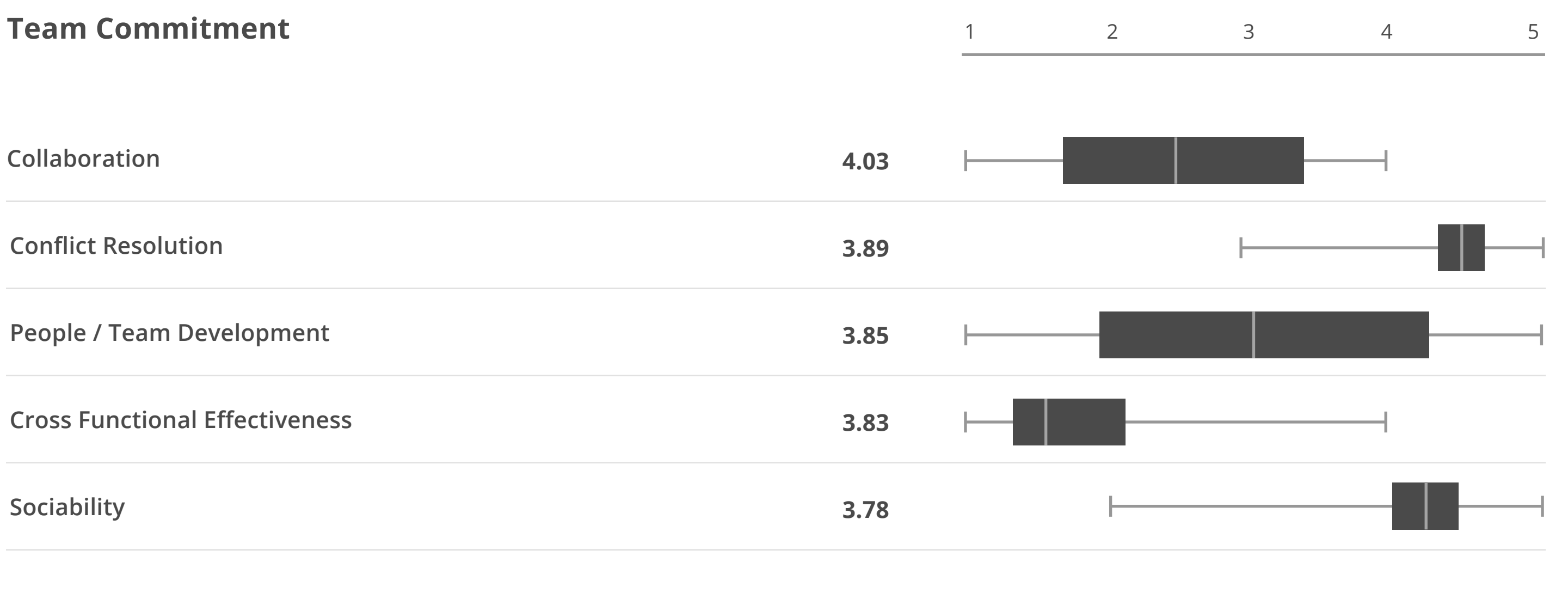
Team Performance



Team Readiness



Team Commitment



Ineffective = 1 | Somewhat Effective = 2 | Effective = 3 | Very Effective = 4 | Most Effective = 5

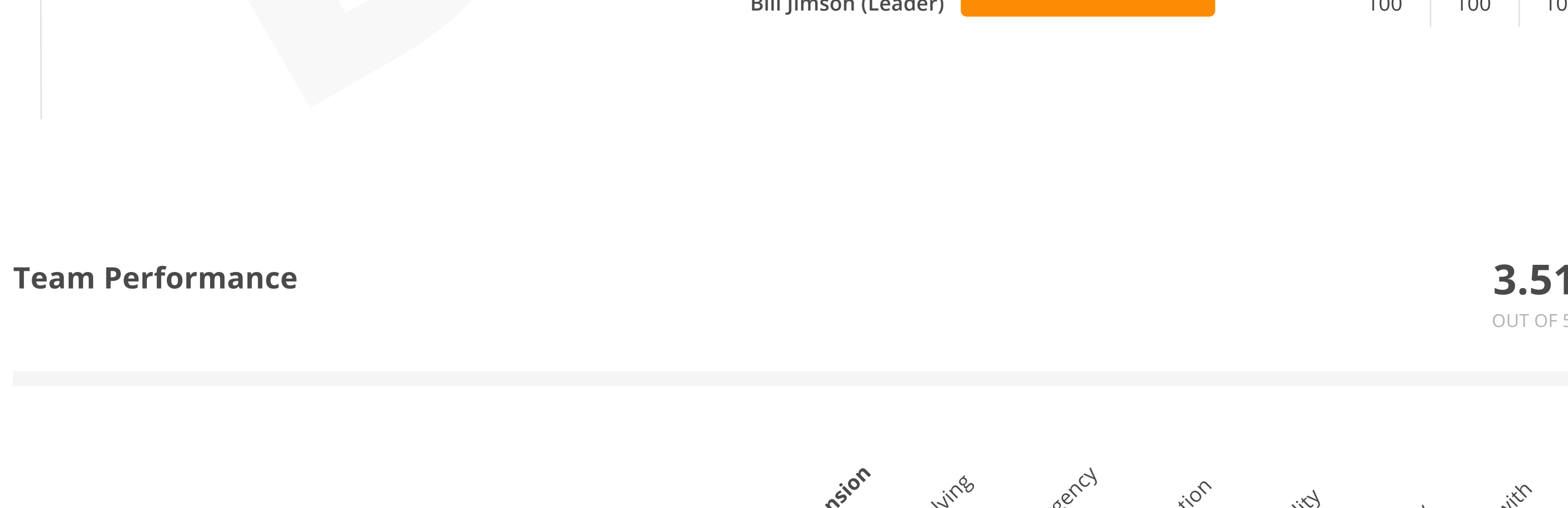
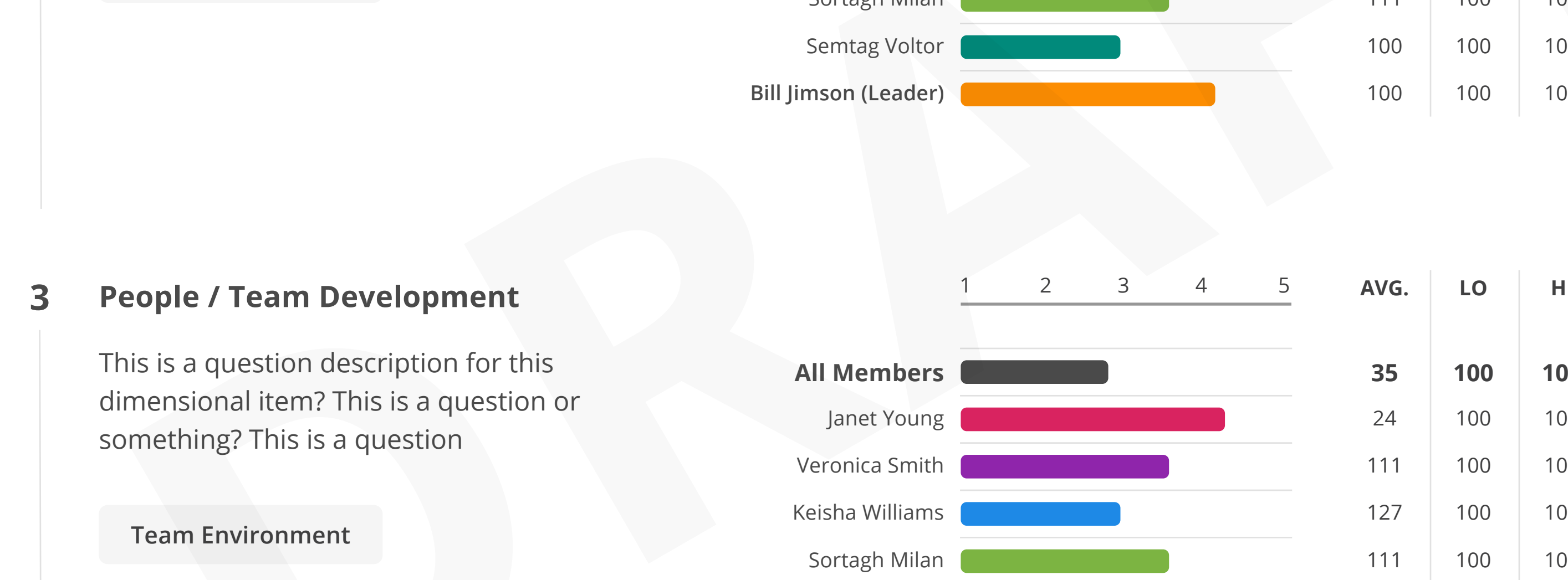
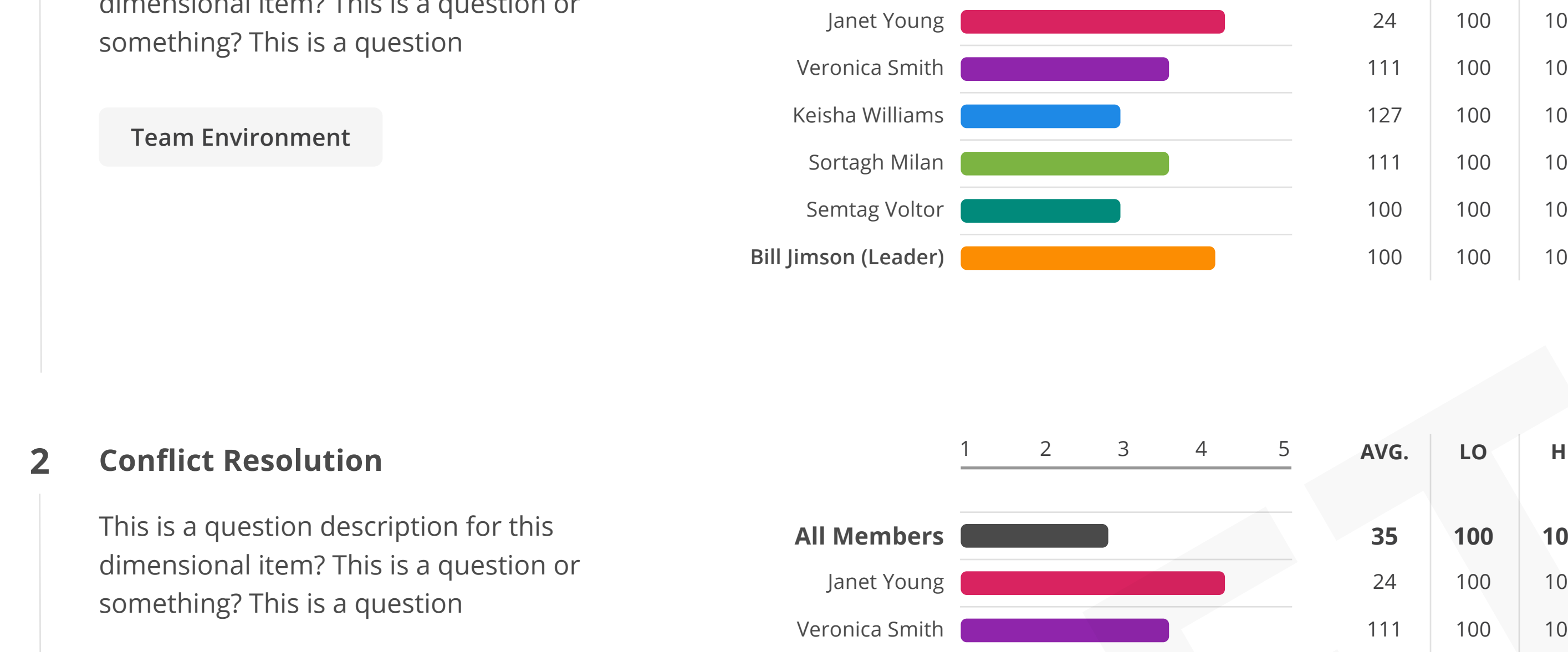
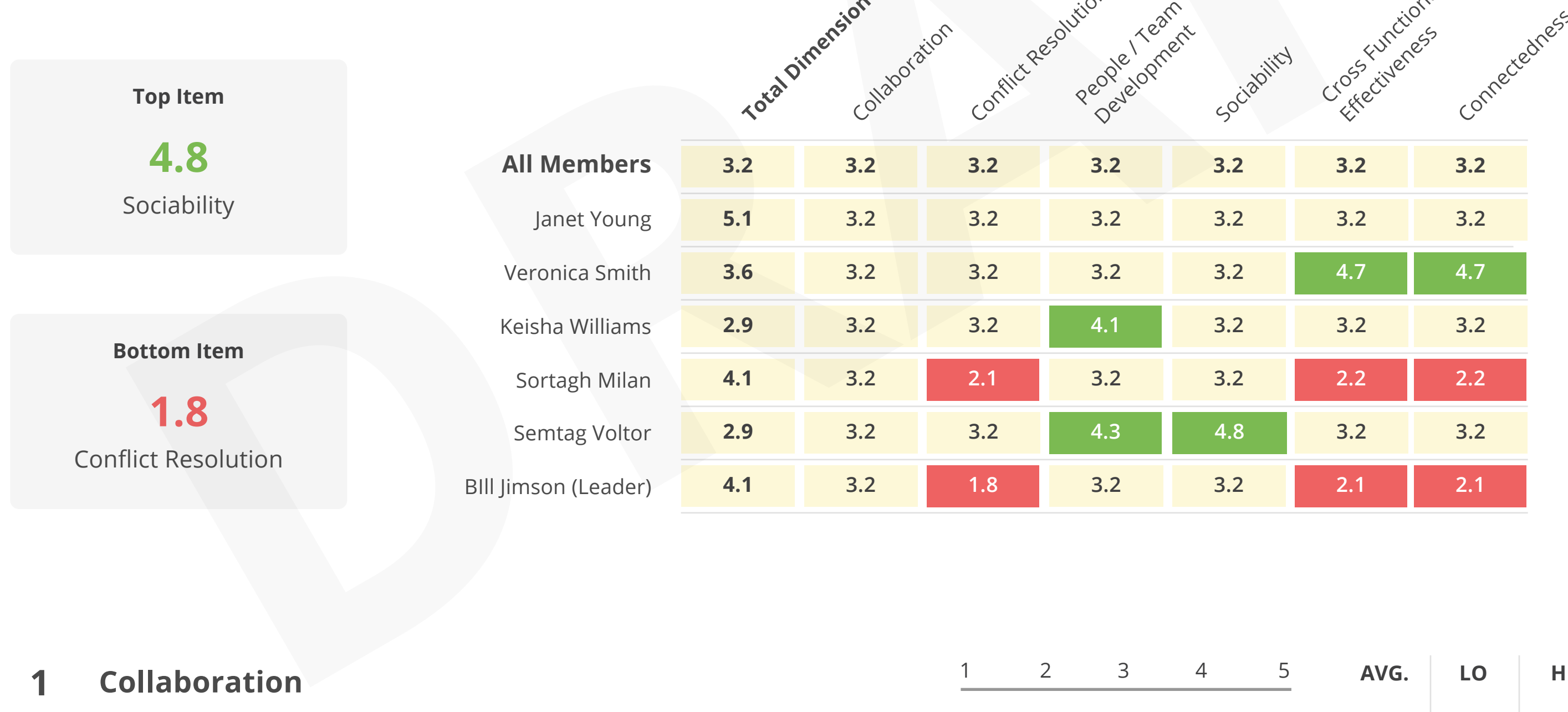
Questions Report

Rating Items

Dives deep into aggregated ratings for each individual items, grouped by dimension

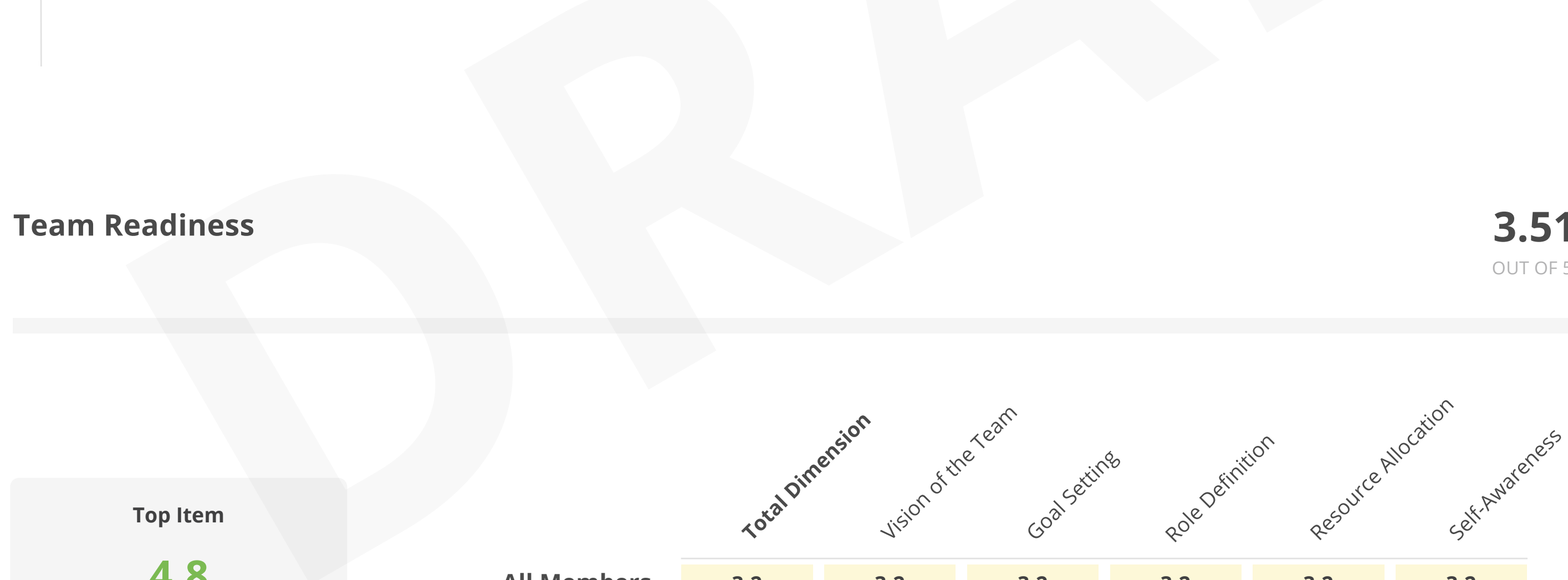
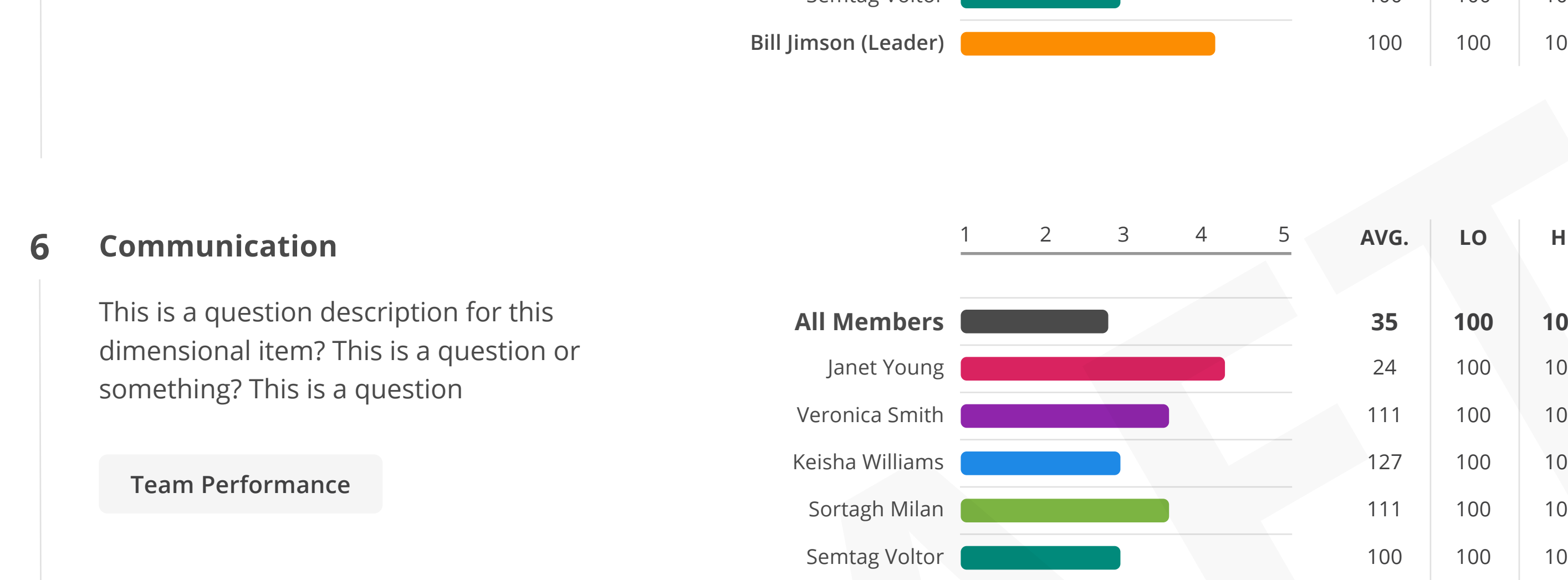
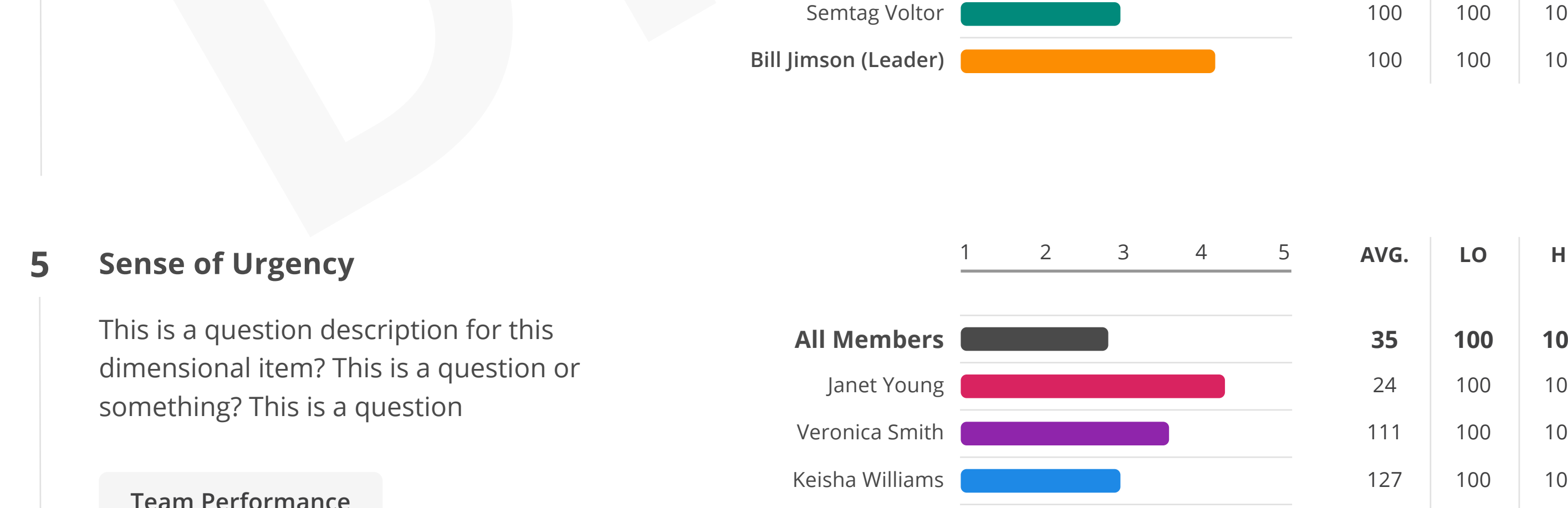
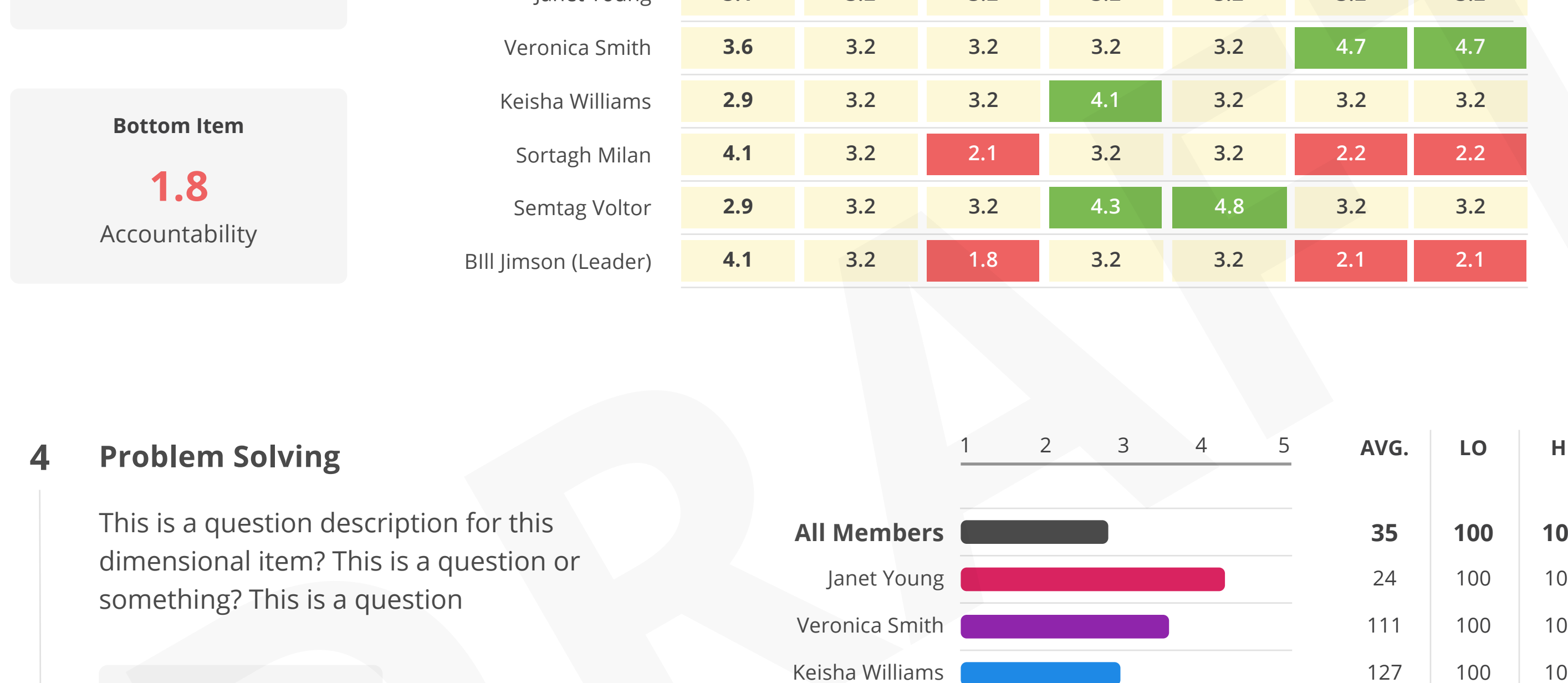
Team Environment

3.51
OUT OF 5



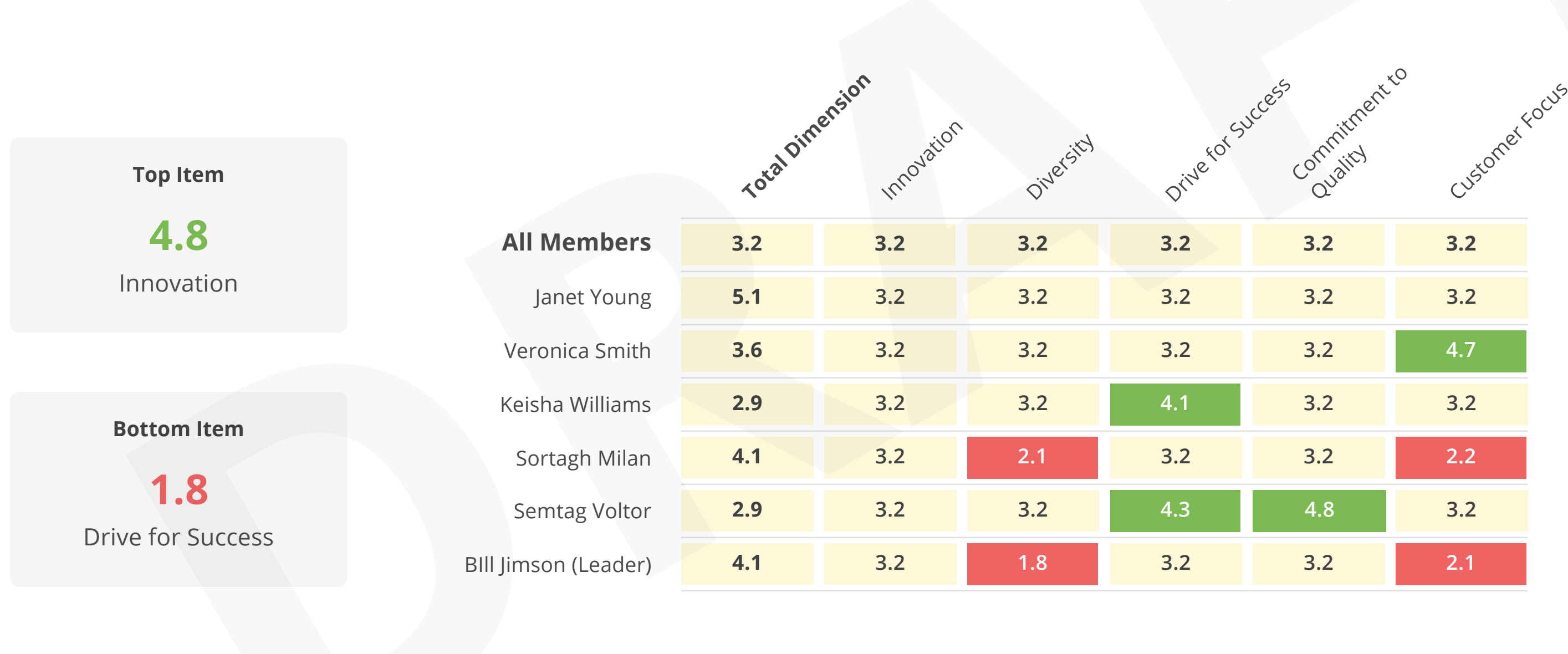
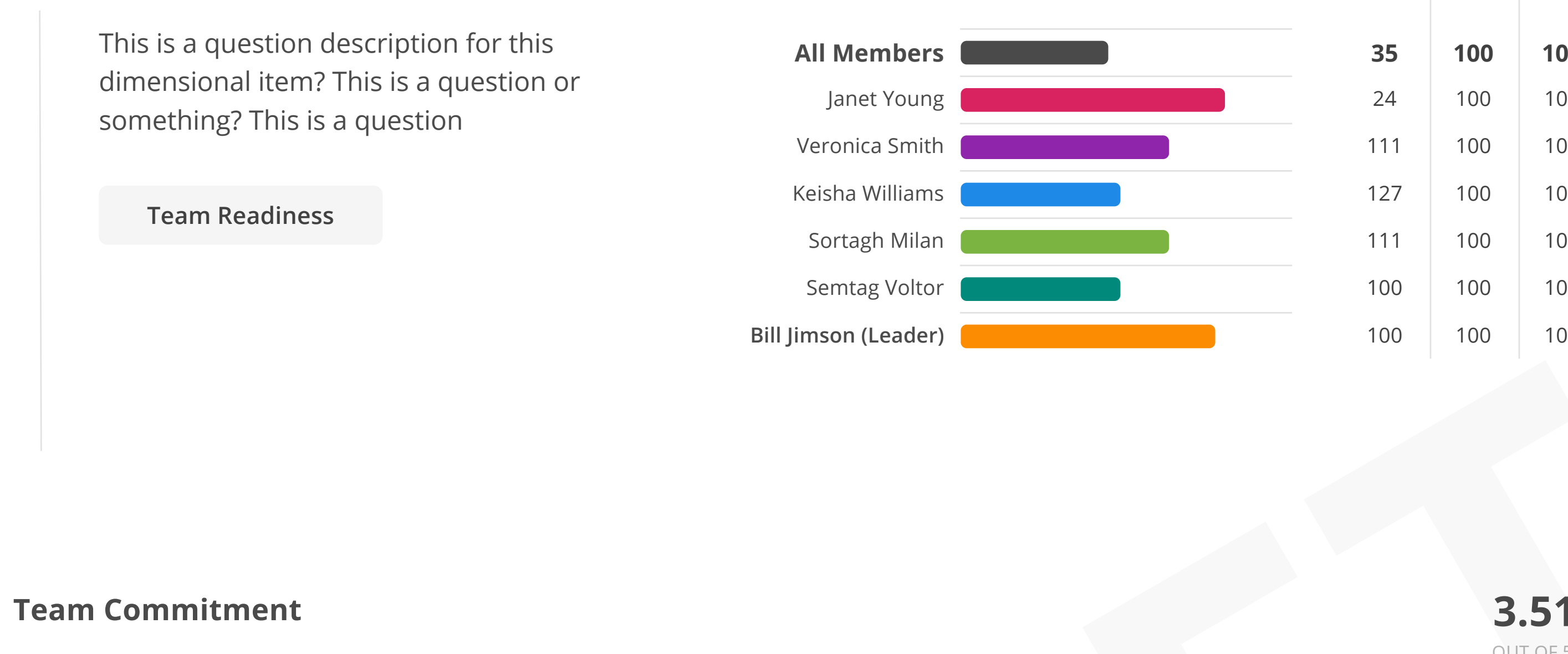
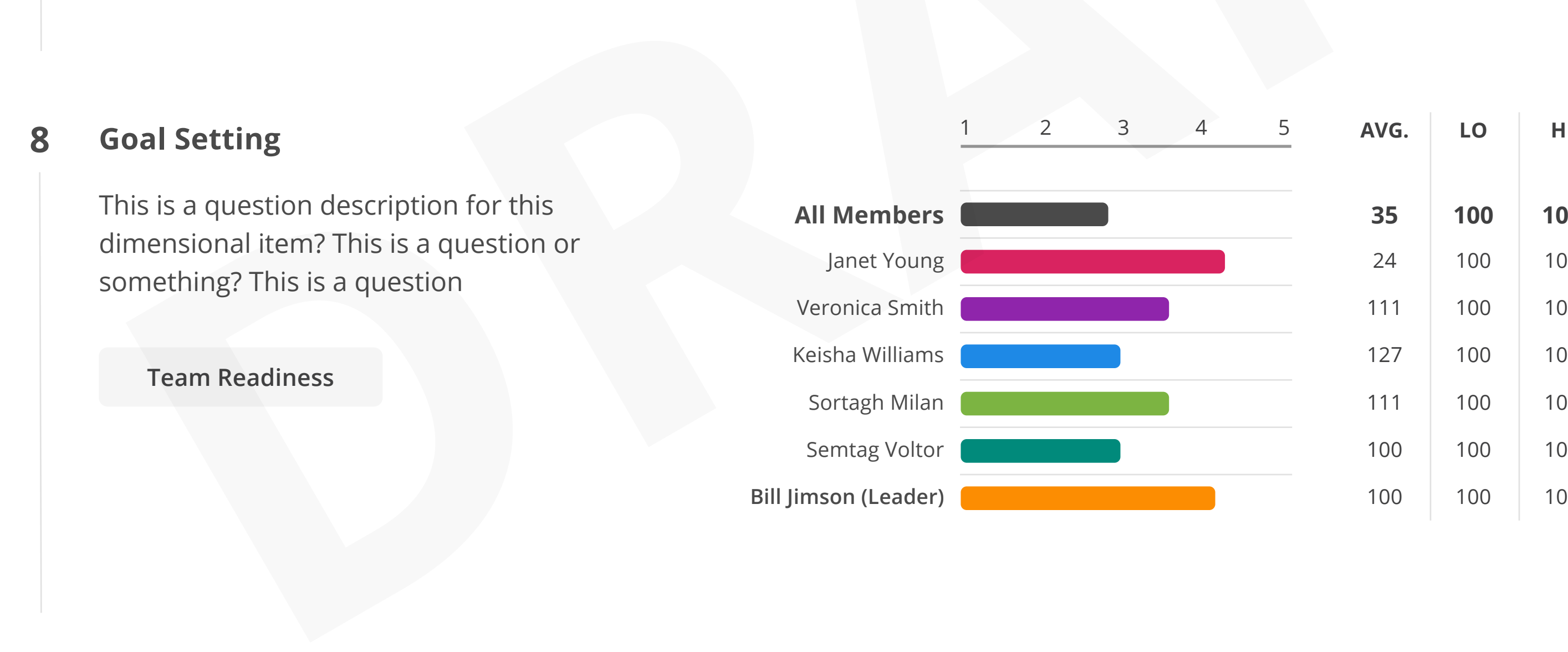
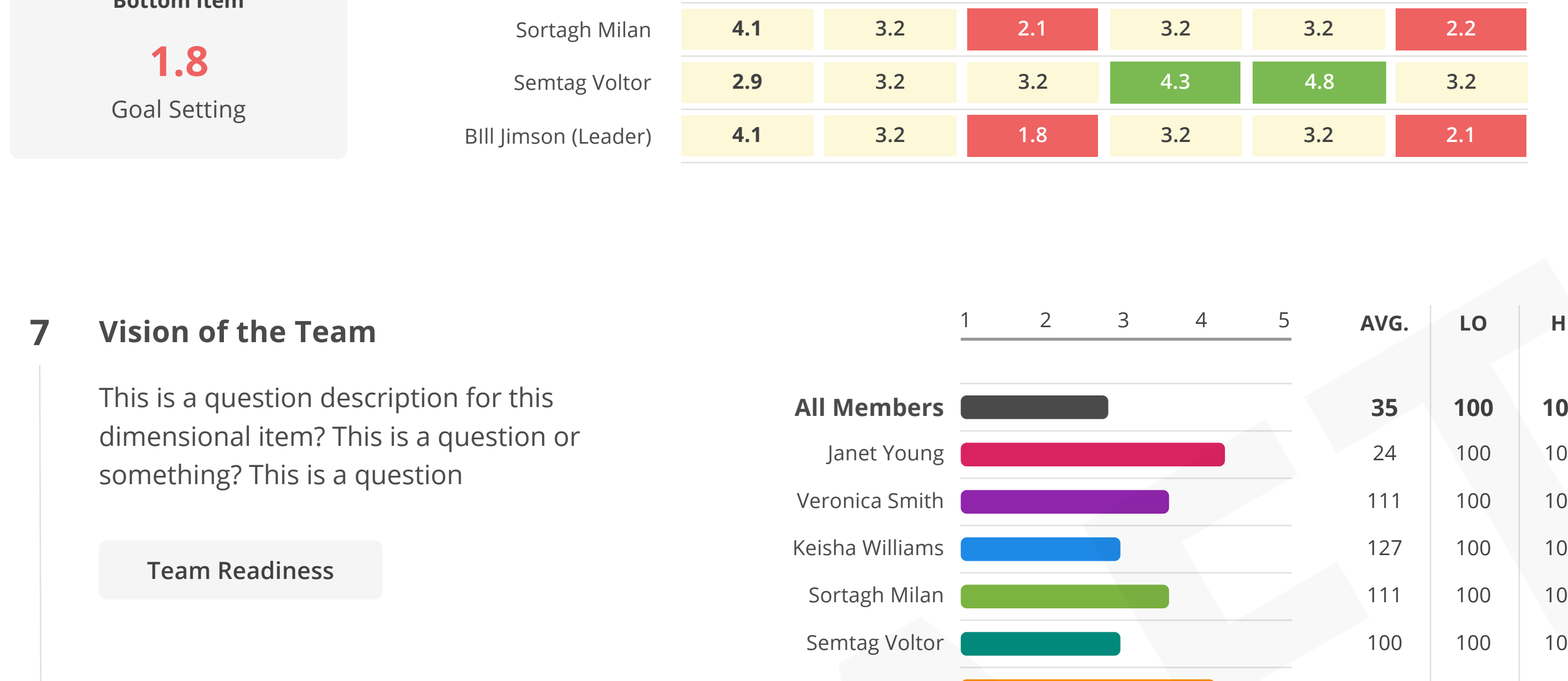
Team Performance

3.51
OUT OF 5



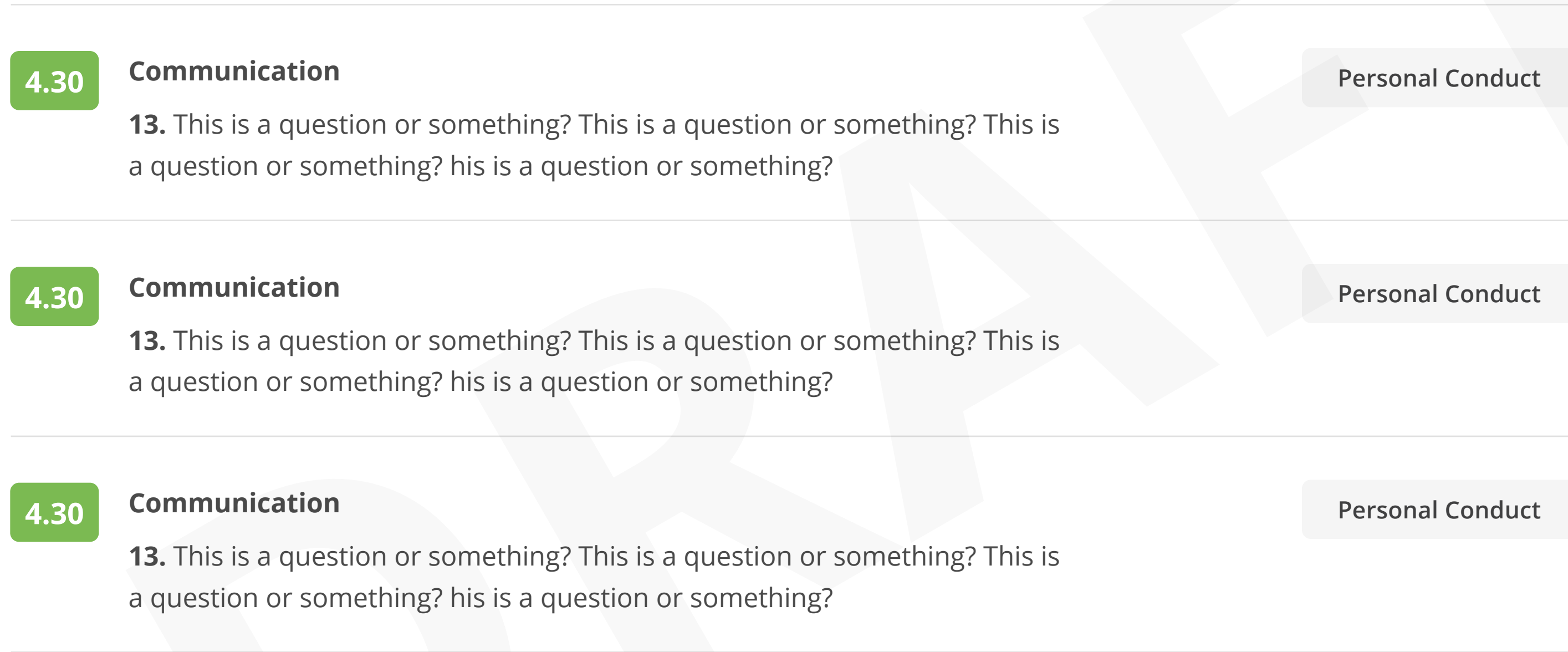
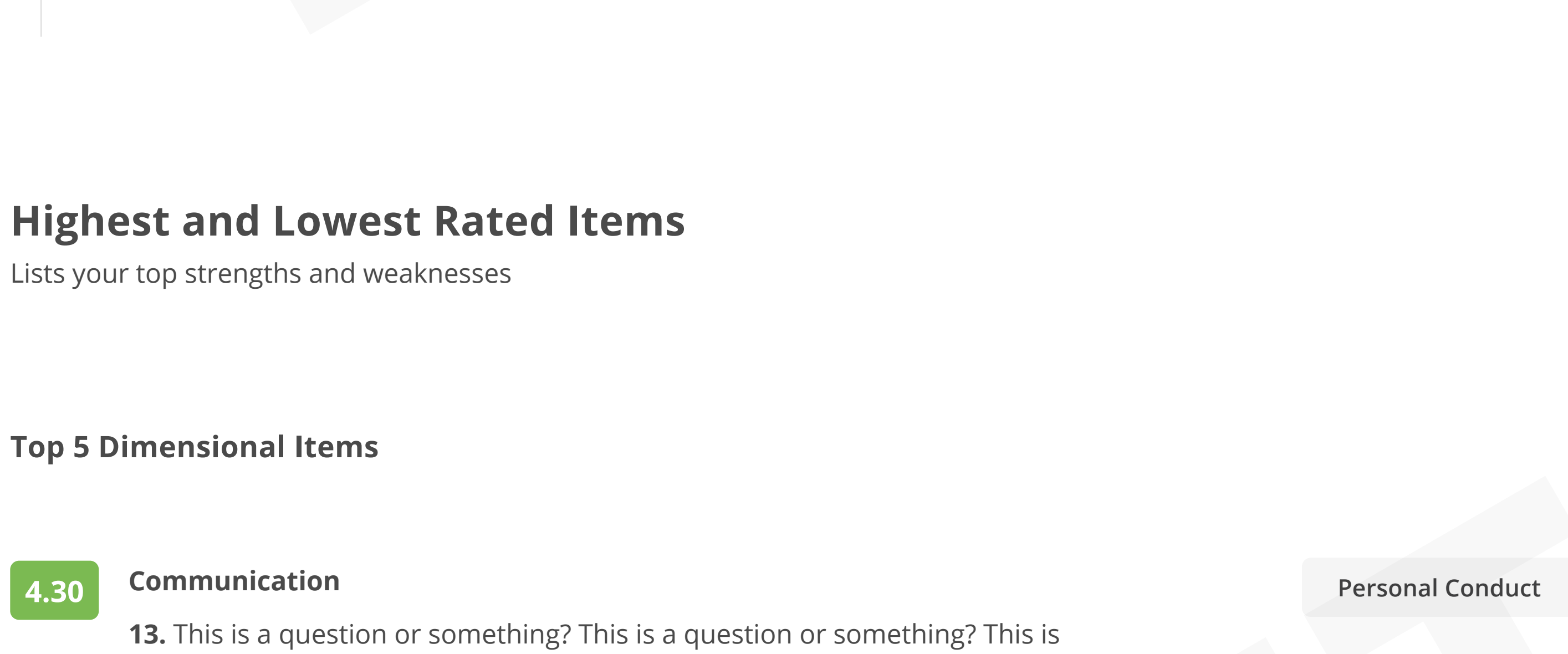
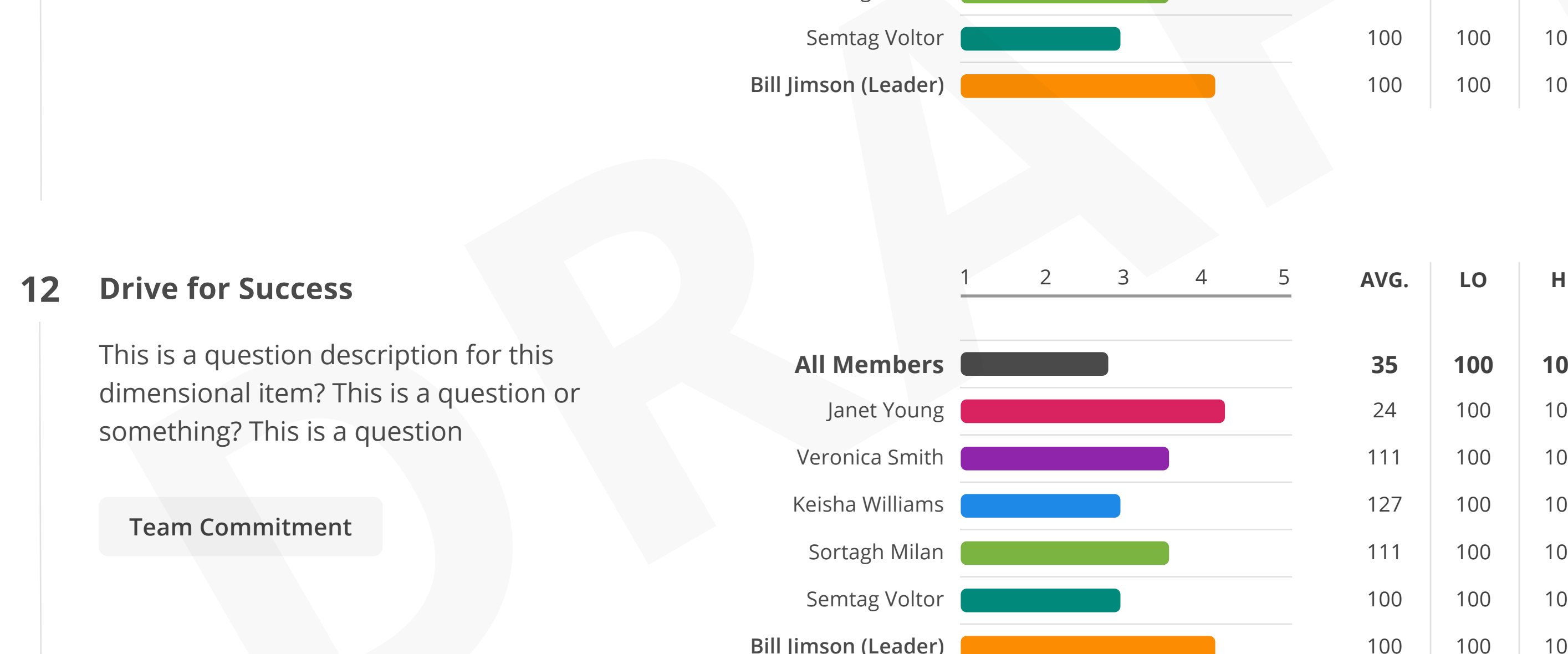
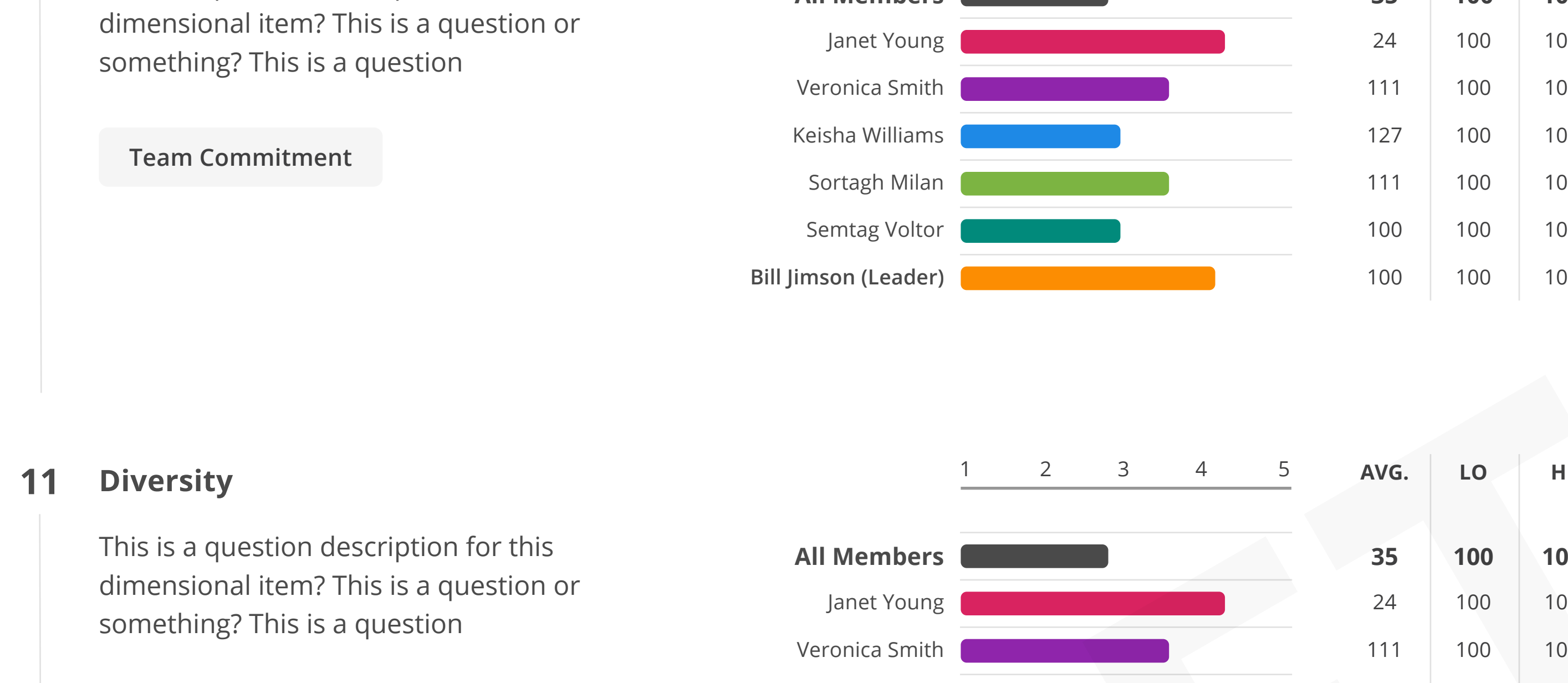
Team Readiness

3.51
OUT OF 5



Team Commitment

3.51
OUT OF 5



Highest and Lowest Rated Items

Lists your top strengths and weaknesses

Top 5 Dimensional Items

- 4.30 Communication** - Personal Conduct
- 4.30 Communication** - Personal Conduct
- 4.30 Communication** - Personal Conduct
- 4.30 Communication** - Personal Conduct
- 4.30 Communication** - Personal Conduct

Bottom 5 Dimensional Items

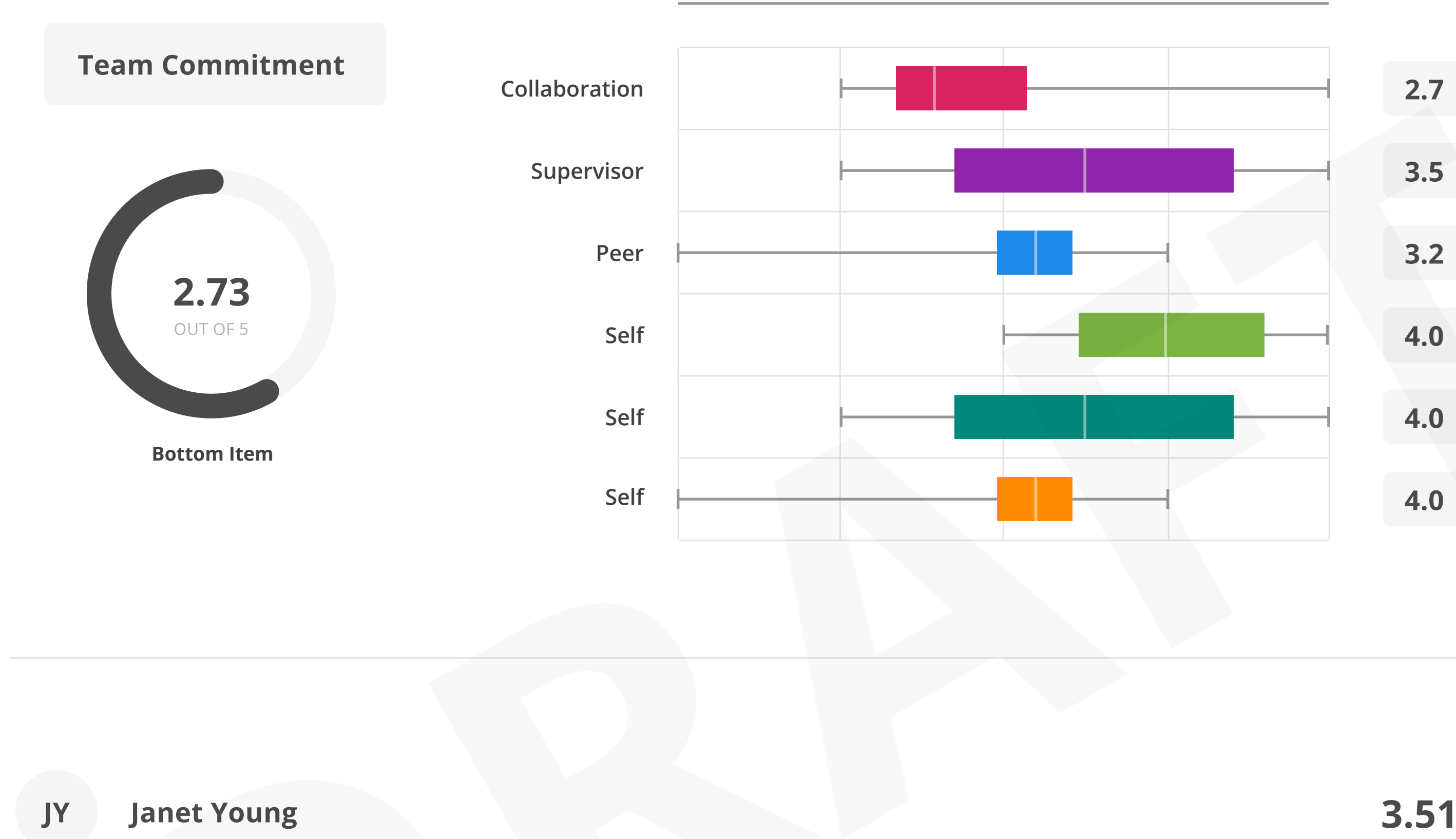
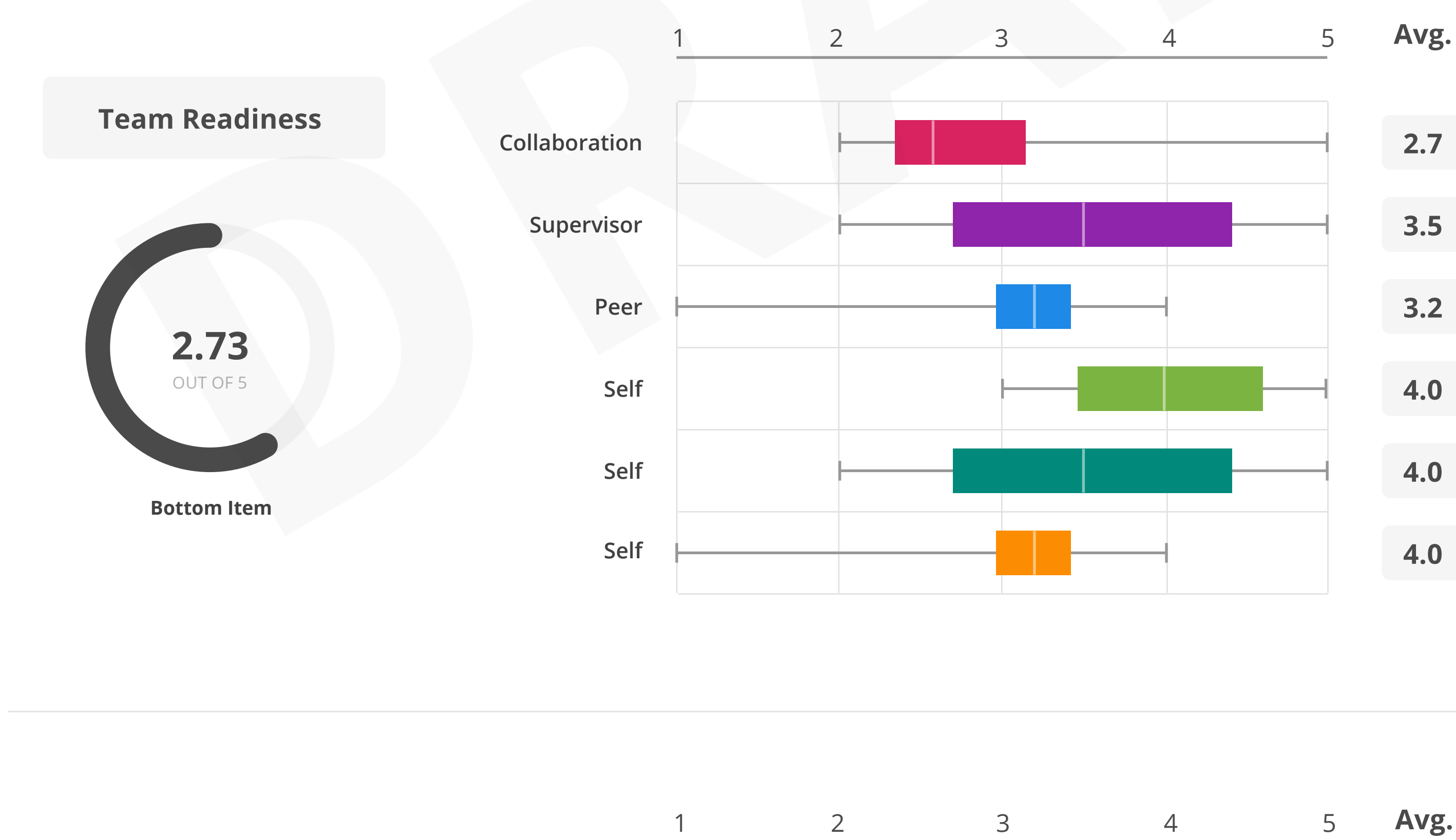
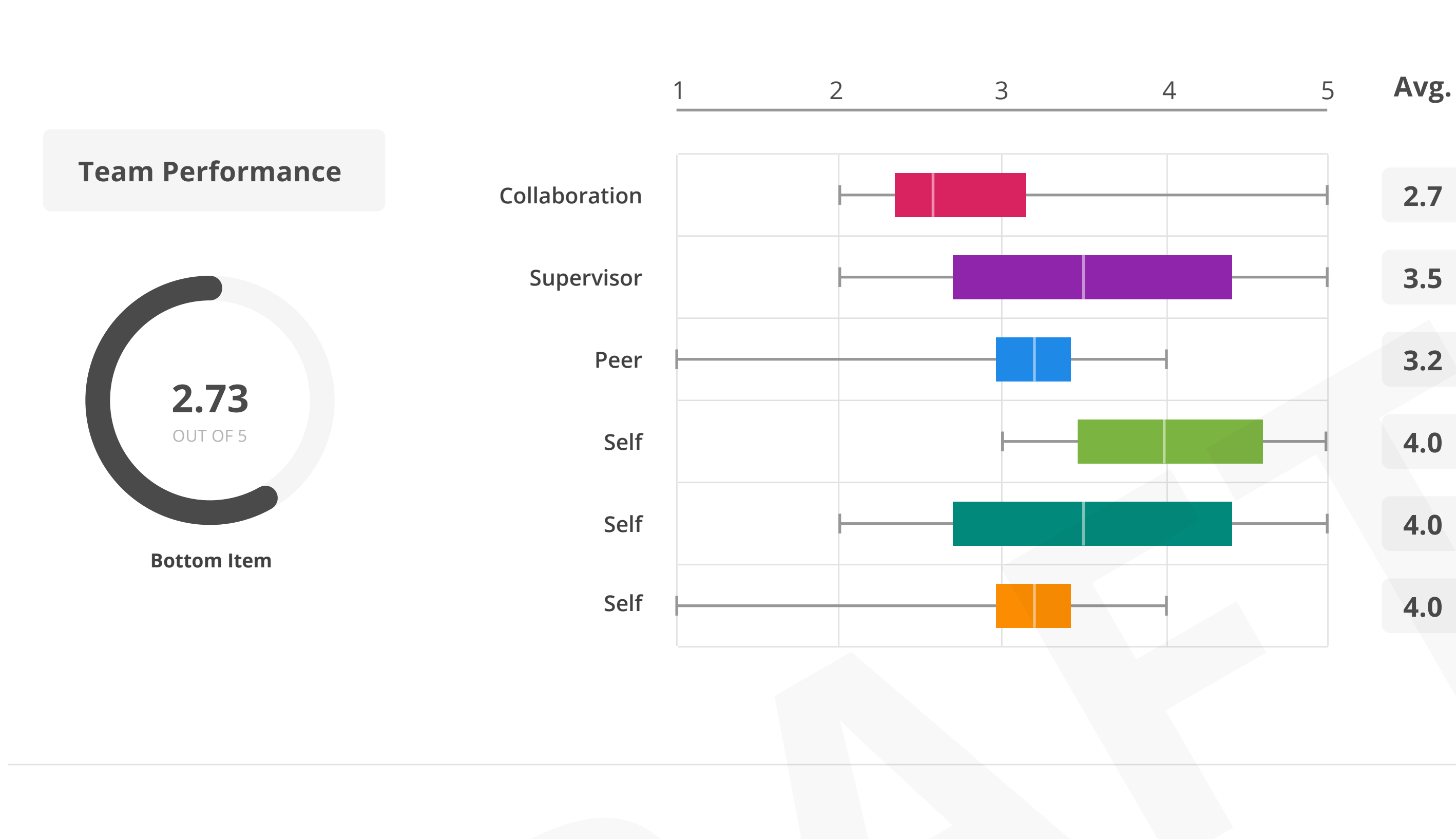
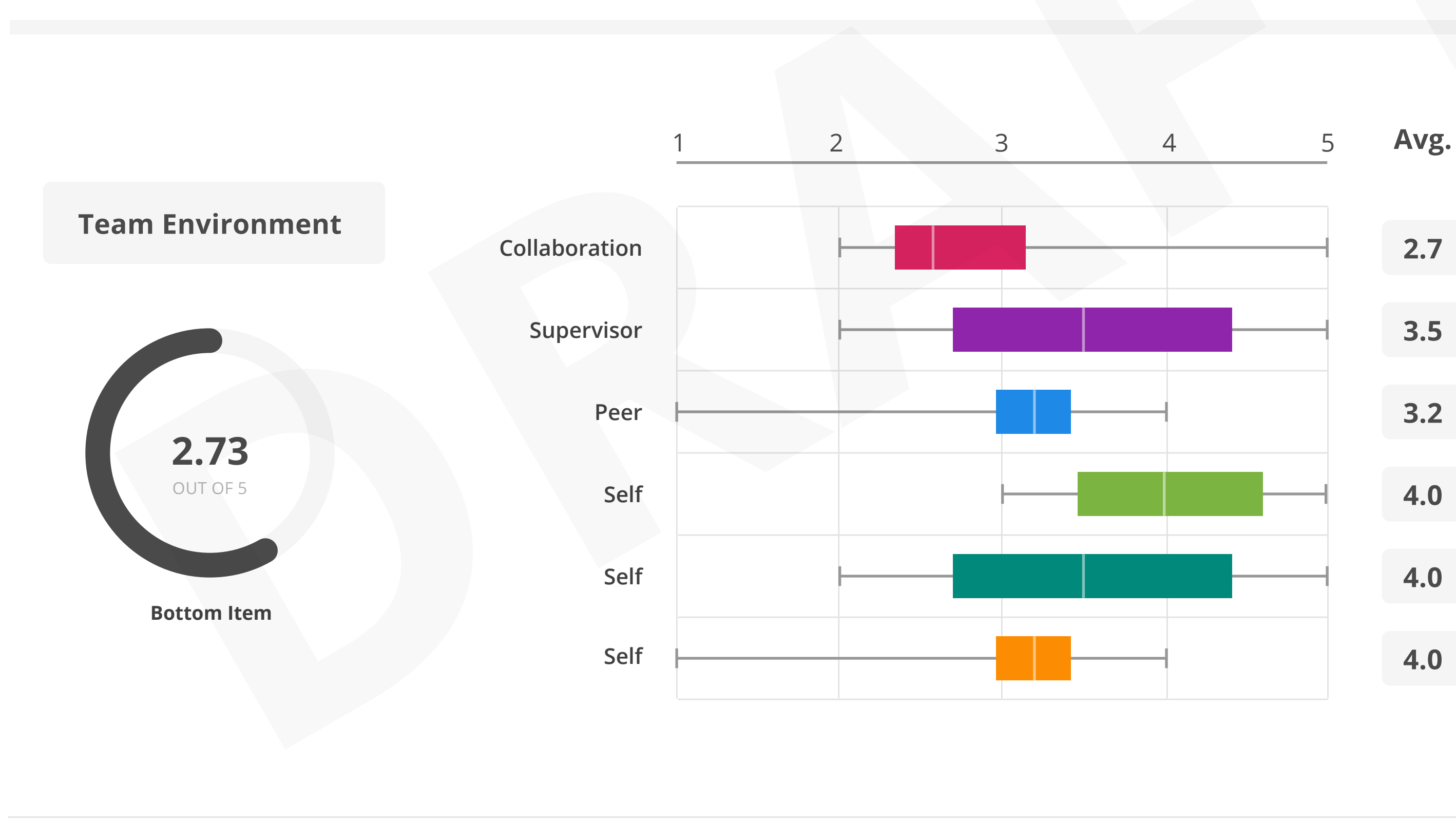
- 2.03 Goal Setting** - Visionary Leadership
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Member Report

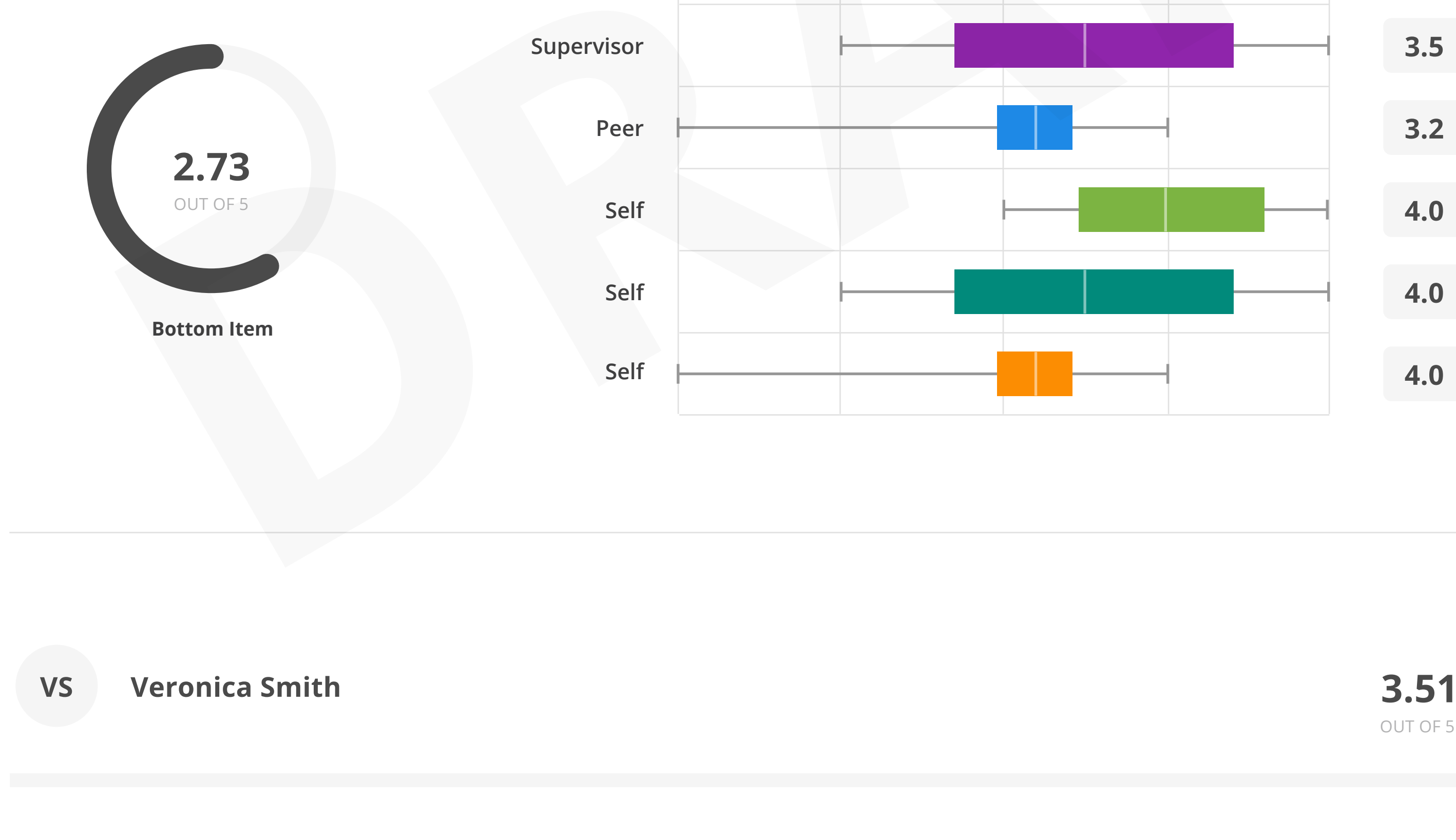
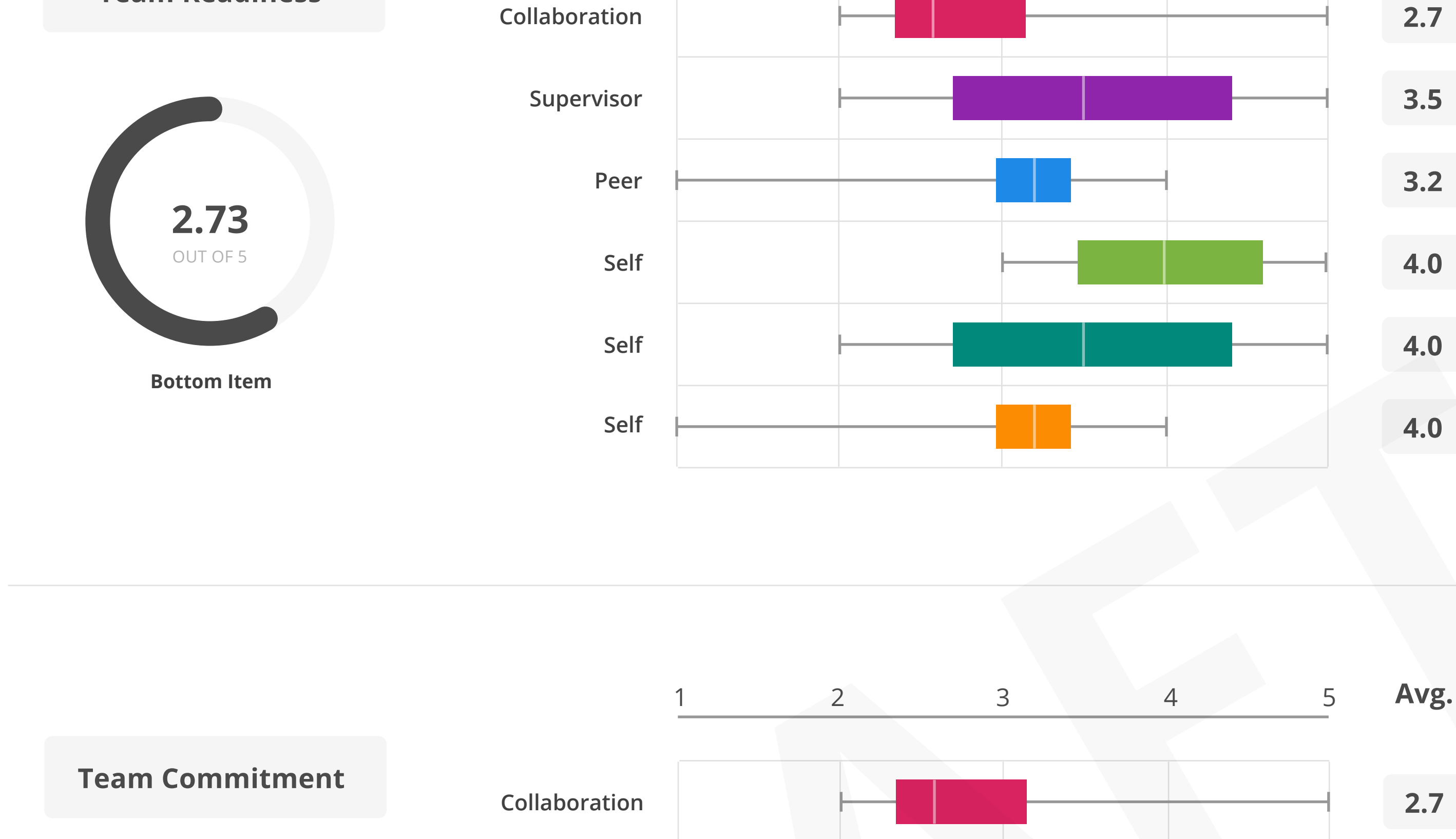
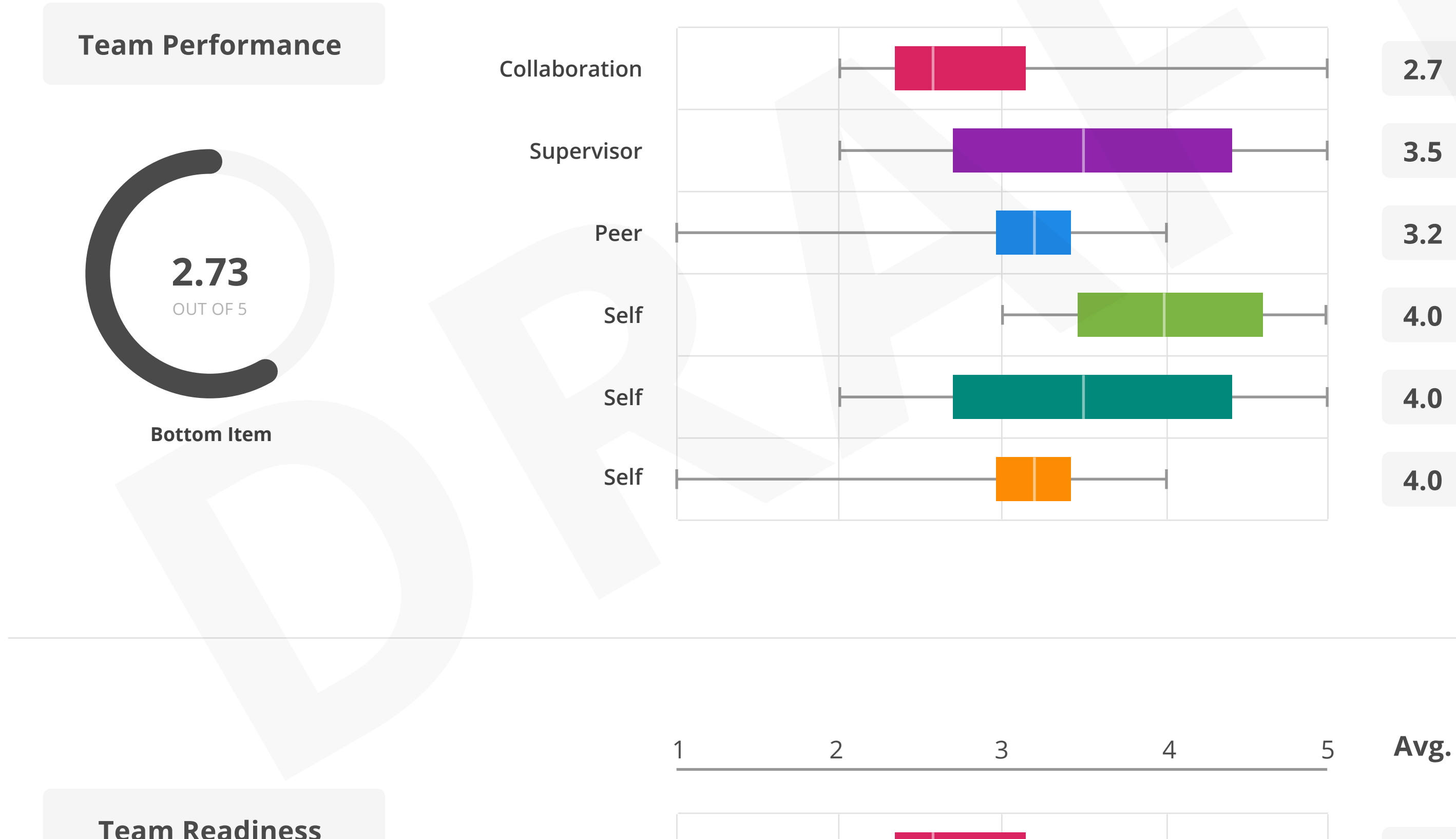
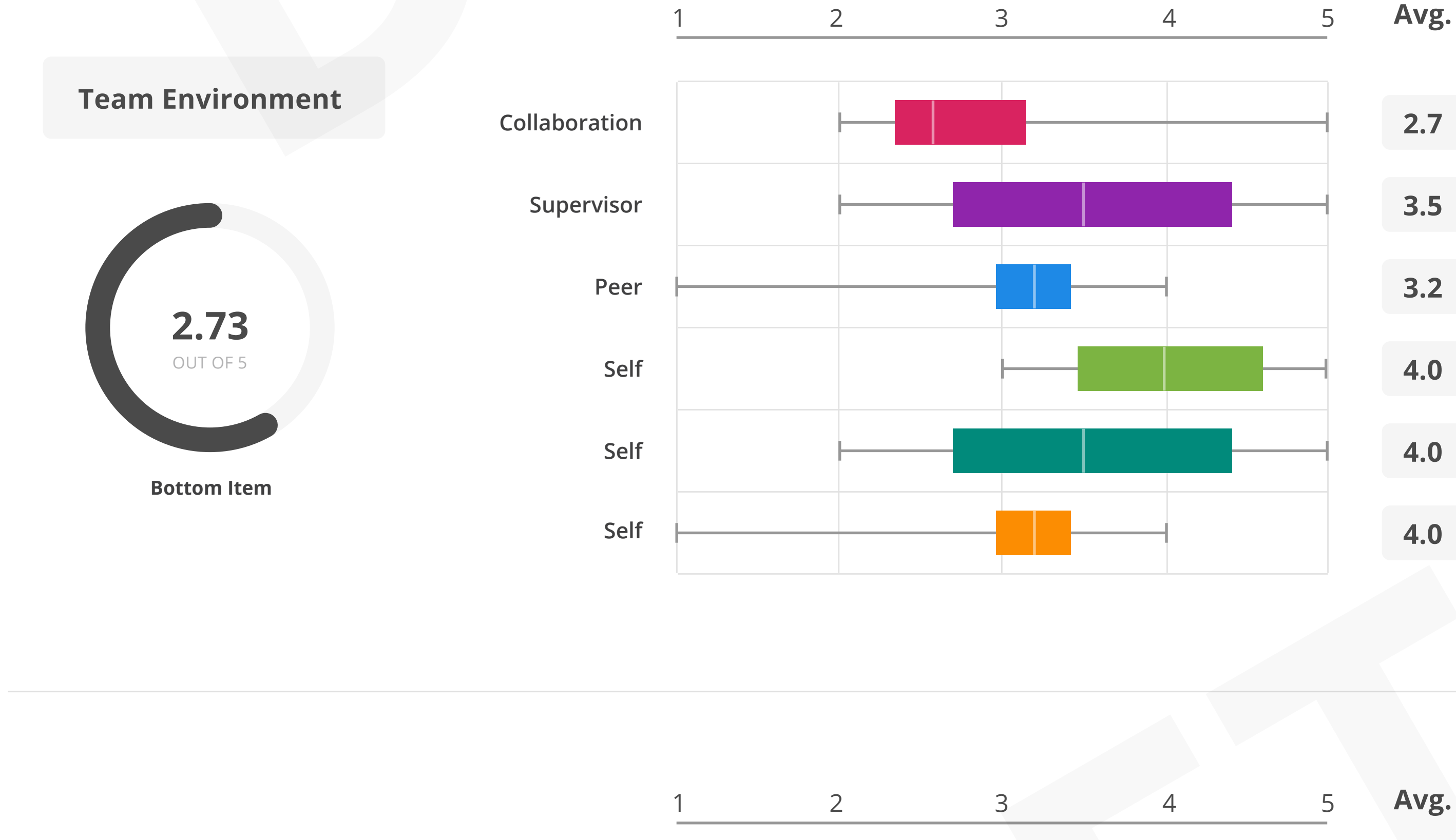
Dimension Items by Each Member

List action items for your top 5 rated competencies

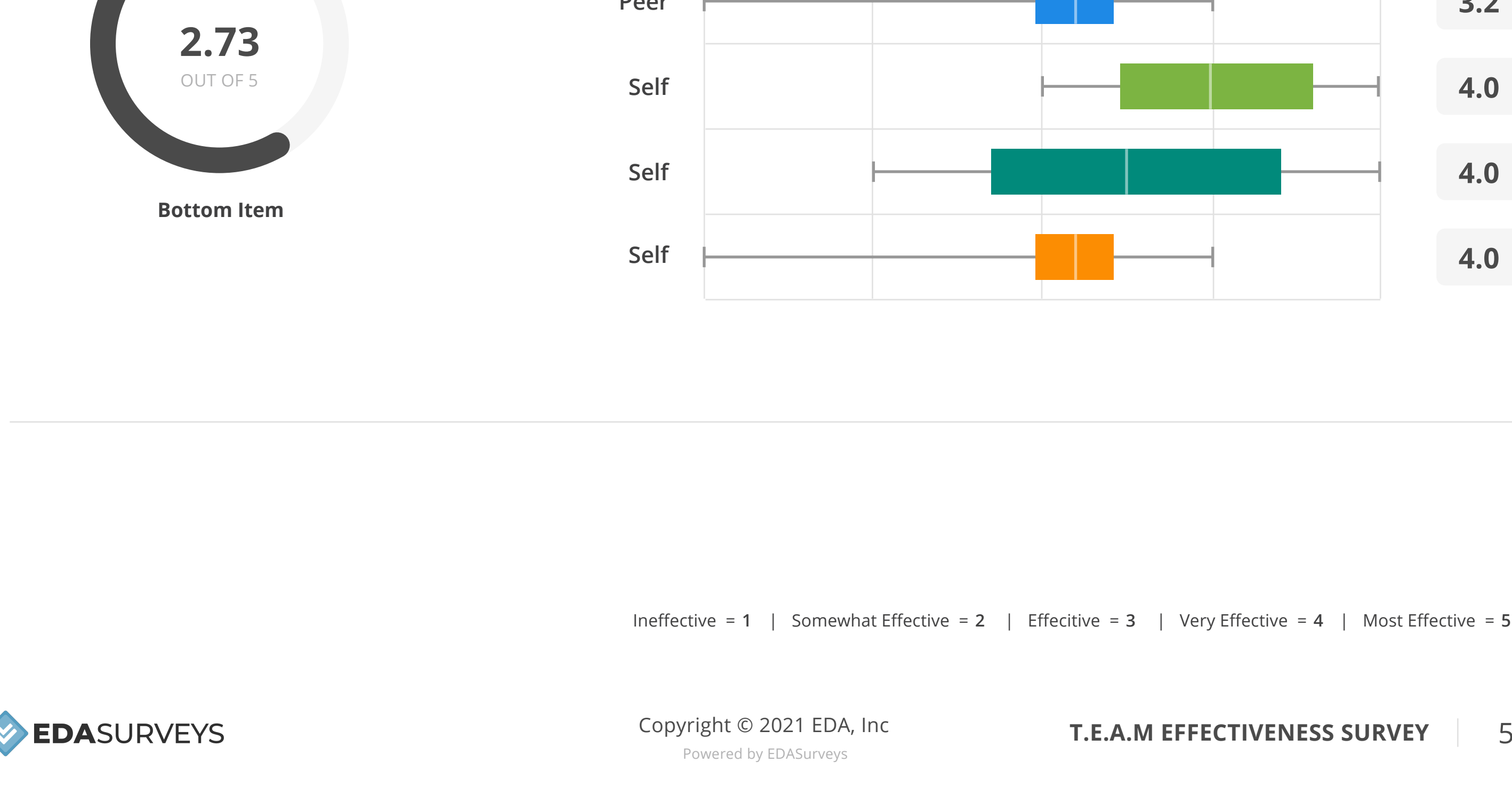
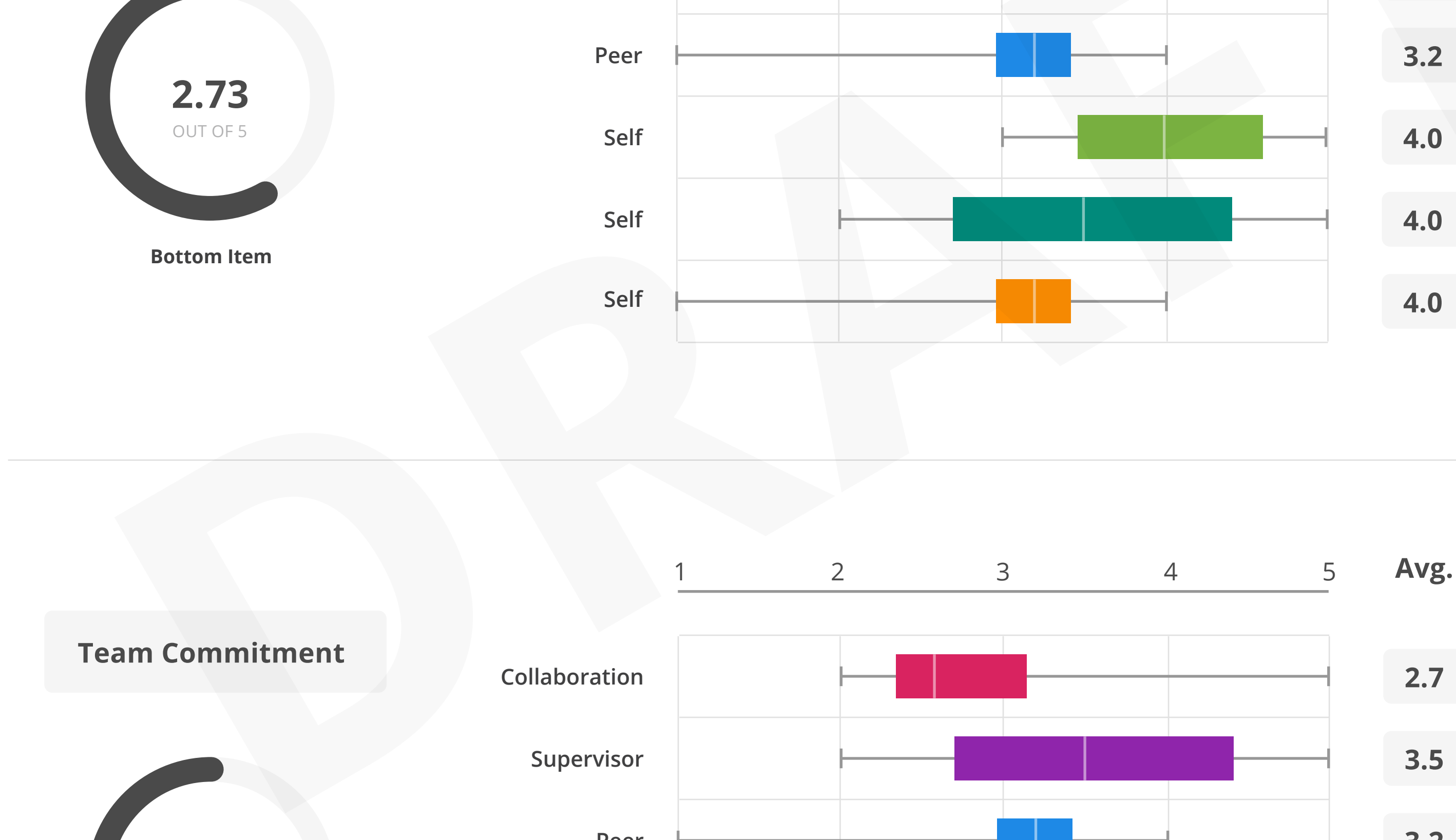
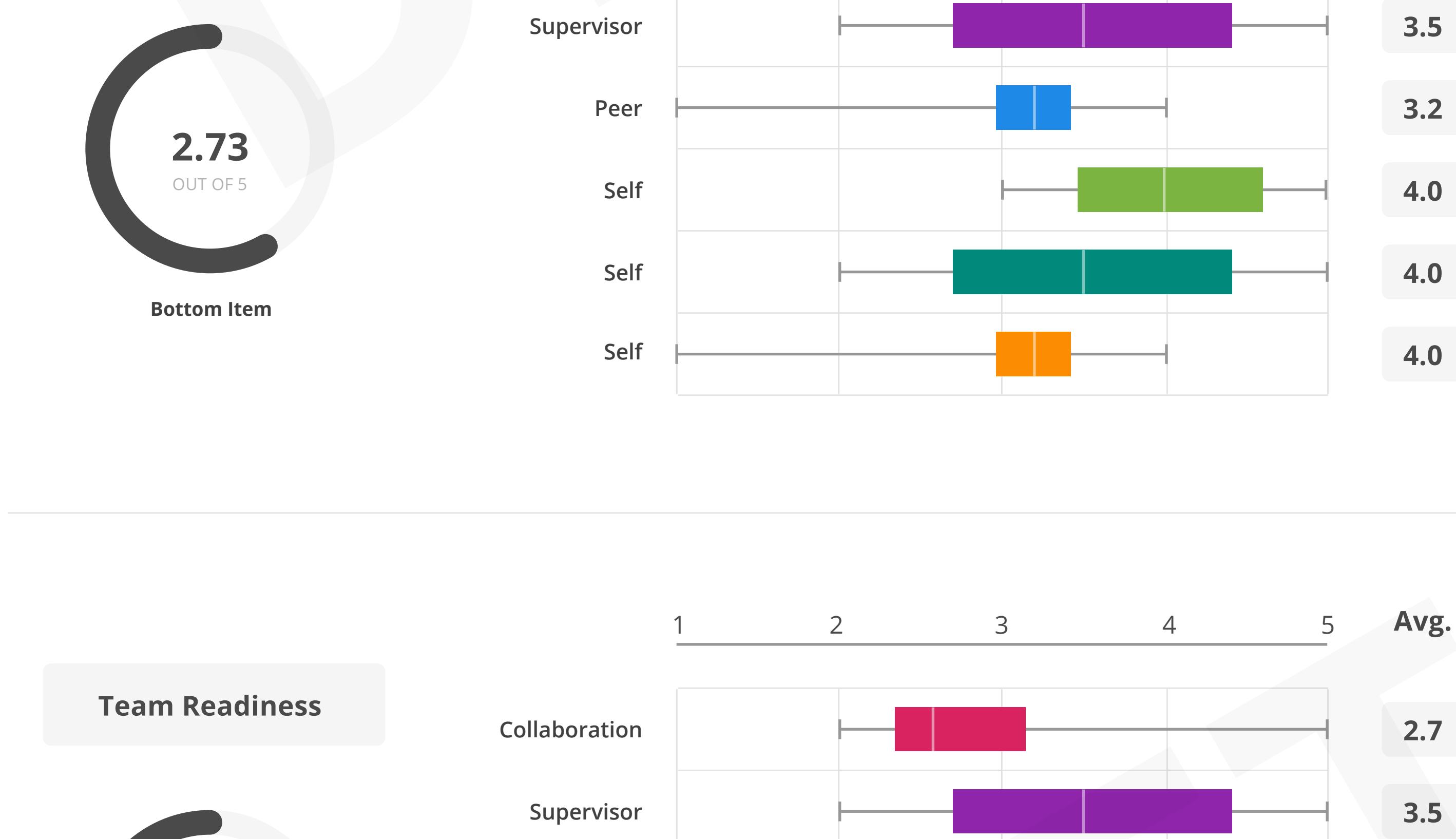
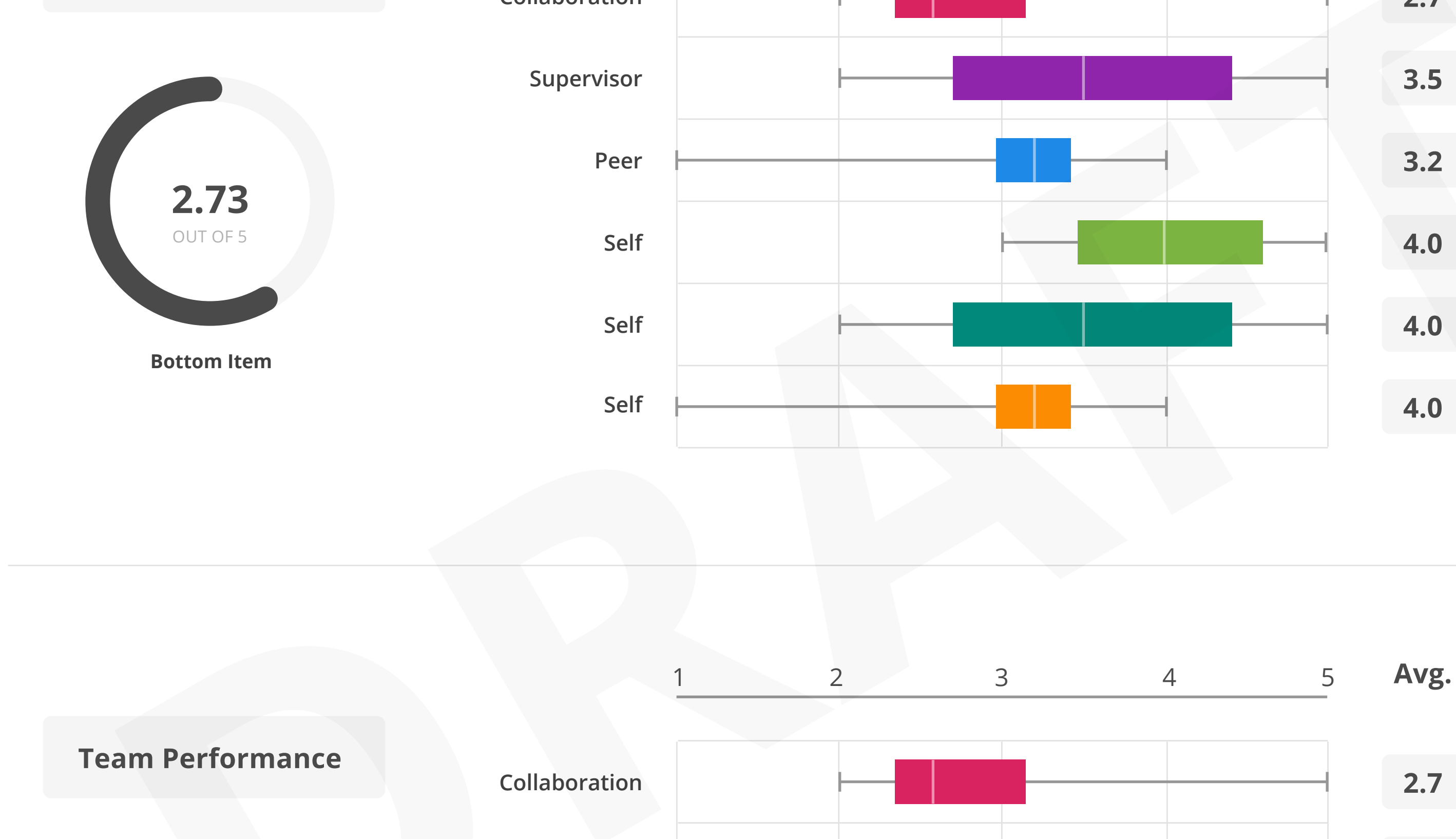
BJ Bill Jimson (Leader) **3.51**
OUT OF 5



JY Janet Young **3.51**
OUT OF 5



VS Veronica Smith **3.51**
OUT OF 5



Ineffective = 1 | Somewhat Effective = 2 | Effective = 3 | Very Effective = 4 | Most Effective = 5

Development Report

Your Strengths

List action items for your top 5 rated competencies

Strength

Conflict Resolution

4.86

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Behaviors Defining Competency

- Determines and focuses on time and critical priorities.
- Produces insights and actions that result in increased margins, revenues, and productivity.
- Successfully manages appropriate budgets.
- Utilizes technology appropriately to enhance business efficiency.
- Reduces silos and creates cross-functional partnerships.

Development Suggestions

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Suggested Resources

- [www.culturalstrengths.com/etorihdksjfhskdjsjhf/sdkfjhsdkjfhddkdjfh](#)
- [www.focusbreedsunity.com/etorihdksjfhskdjsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.thetimesgrowth.com/etorihdksjfhskdjsjhf/sdkfjhsdkjfhdkjfh/dkdjfh](#)
- [www.leadership101.com/etorihdksjfhskdjsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.managetalent.com/dsfkjsdfl](#)

Strength

Communication

3.78

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- [www.leadership101.com/etorihdksjfhskdjsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.managetalent.com/dsfkjsdfl](#)

Strength

Collaboration

3.45

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- [www.thetimesgrowth.com/etorihdksjfhskdjsjhf/sdkfjhsdkjfhdkjfh/dkdjfh](#)
- [www.leadership101.com/etorihdksjfhskdjsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.managetalent.com/dsfkjsdfl](#)

Your Development Opportunities

List action items for you bottom 5 rated competencies

Opportunity

People / Team Development

1.25

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- [www.leadership101.com/etorihdksjfhskdjsjhf/sdkfjhsdkjfhdkjfh](#)
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Opportunity

Goal Setting

2.13

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- [www.thetimesgrowth.com/etorihdksjfhskdjsjhf/sdkfjhsdkjfhdkjfh/dkdjfh](#)
- [www.leadership101.com/etorihdksjfhskdjsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.managetalent.com/dsfkjsdfl](#)

Opportunity

Role Definition

2.76

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- [www.managetalent.com/dsfkjsdfl](#)

Team Development Plan

Leader Name: Jordath Montesque

Company Name: Lestershire Corp.

Team: _____ **Date:** _____

Instructions

- Review *Effectiveness* ratings of dimension items
- Add *Importance* ratings to all items
- Multiply both ratings
- Prioritize items for developmental focus

Top 5 Dimension Items

Goal Setting

Team Environement

4.23

19. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Performance

4.02

19. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Commitment

4.01

19. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Environement

3.99

19. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Readiness

3.89

19. This is a question or something? This is a question or something? This is a?

Bottom 5 Dimension Items

Goal Setting

Team Performance

2.15

31. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Readiness

2.27

31. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Environement

3.01

31. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Environement

3.03

31. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Commitment

3.11

31. This is a question or something? This is a question or something? This is a?

Team Development Plan (Continued)

Team Environment

4.32

OUT OF 5

Dimension Item	Effectiveness Rating	Importance Rating	Total Score
Collaboration	4.5		
Conflict Resolution	4.5		
People / Team Development	4.5		
Cross Functional Effectiveness	4.5		
Sociability	4.5		
Connectedness to Team Member	4.5		

Team Performance

4.32

OUT OF 5

Dimension Item	Effectiveness Rating	Importance Rating	Total Score
Problem Solving	4.5		
Sense of Urgency	4.5		
Communication	4.5		
Accountability	4.5		
Adaptability	4.5		
Dealing with Ambiguity	4.5		

Team Development Plan (Continued)

Team Readiness

4.32

OUT OF 5

Dimension Item	Effectiveness Rating	Importance Rating	Total Score
Vision of the Team	4.5		
Goal Setting	4.5		
Role Definition	4.5		
Resource Allocation	4.5		
Self-Awareness	4.5		
--	--		

Team Commitment

4.32

OUT OF 5

Dimension Item	Effectiveness Rating	Importance Rating	Total Score
Innovation	4.5		
Diversity	4.5		
Drive for Success	4.5		
Commitment to Quality	4.5		
Customer Focus	4.5		
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Team Development Plan (Continued)

Personal Development Item/Critical Behavior	
Development <i>(How your progress will be measured)</i>	
Activities	
Action Steps/ Resources Needed	
Target Dates	
Track Results <i>(How you progressed on meeting your critical behavior goals)</i>	

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